



**Girl Guides**  
Singapore

ANNUAL  
REPORT

20  
24

Leading

*the Change*

GIRLS BUILDING A BETTER FUTURE

# Table of Contents

## 04 SETTING THE VISION

- 04 PRESIDENT’S MESSAGE
- 05 CHIEF COMMISSIONER’S REPORT

## 06 IMPACT REPORT

## 08 LEADING BY EXAMPLE

- 10 LEADING THE CHARGE GLOBALLY: THE GLOBAL IMPACT OF OUR MEMBERS

## 16 CREATING IMPACT

- 18 CREATING IMPACT: COMMUNITY & SERVICE PROJECTS

## 20 THE GUIDING JOURNEY

- 22 THE GUIDING JOURNEY: FROM BROWNIES TO YOUNG ADULTS

## 24 CELEBRATING ACHIEVEMENTS

- 26 GIRL GUIDES SINGAPORE COMBINED AWARDS CEREMONY 2024

## 28 SERVING WITH WISDOM AND HEART

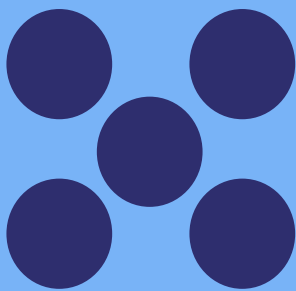
- 30 THE TREFOIL GUILD’S CONTINUED LEGACY

## 32 CELEBRATING SUCCESS

- 33 CHIEF COMMISSIONER’S AWARD BADGE
- 34 BADEN-POWELL AWARD
- 35 PRESIDENT’S GUIDE AWARD
- 35 PUAN NOOR AISHAH AWARD

## 36 GOVERNANCE MATTERS

- 38 NATIONAL COUNCIL
- 39 EXECUTIVE COMMITTEE
- 39 GRANTS AND DONATIONS
- 40 GOVERNANCE COMPLIANCE CHECKLIST



### our Vision

ALL GIRLS ARE VALUED AND TAKE ACTION TO CHANGE THE WORLD.



### our Mission

TO ENABLE GIRLS AND YOUNG WOMEN TO DEVELOP THEIR FULLEST POTENTIAL AS RESPONSIBLE CITIZENS OF THE WORLD.



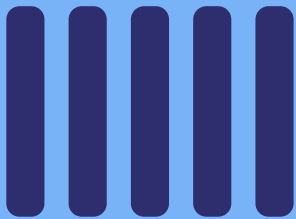
### our Guide Motto

BE PREPARED.



### the Guide Law

- A GUIDE IS LOYAL AND CAN BE TRUSTED.
- A GUIDE IS USEFUL AND HELPS OTHERS.
- A GUIDE IS POLITE, CONSIDERATE AND RESPECTS HER ELDERS.
- A GUIDE IS FRIENDLY AND A SISTER TO ALL GUIDES.
- A GUIDE IS KIND TO ALL LIVING THINGS.
- A GUIDE IS OBEDIENT.
- A GUIDE HAS COURAGE AND IS CHEERFUL IN ALL DIFFICULTIES.
- A GUIDE TAKES CARE OF HER OWN POSSESSIONS AND THOSE OF OTHER PEOPLE.
- A GUIDE IS THRIFTY AND DILIGENT.
- A GUIDE IS SELF-DISCIPLINED IN WHAT SHE THINKS, SAYS AND DOES.



### the Guide Promise

I PROMISE TO DO MY BEST; TO DO MY DUTY TO GOD, TO SERVE MY COUNTRY AND HELP OTHER PEOPLE, AND TO KEEP THE GUIDE LAW



# President's Message

At the 2023 Gala Dinner, I made a promise: to create more exciting and impactful activities for the girls and young women of Girl Guides Singapore. Not only did we deliver on that promise—we exceeded it, expanding our efforts to reach even more girls in deeper, more meaningful ways.

This past year has been filled with energy, growth, and a renewed sense of purpose across our movement. We saw girls take the lead in bold and inspiring ways, and we've deepened our commitment to inclusivity, advocacy, and global engagement.

## Girl-Led Leadership Thriving at Every Level

From the youngest Brownies to our confident Young Adults, our girls have stepped up—leading Division Days, designing sustainability projects, running workshops, and representing Singapore on the global stage. They weren't just participating; they were owning the moment, mentoring others, and showing what it meant to lead with heart and purpose.

## Inclusivity and Advocacy At the Heart of Guiding

Last year, our girls championed causes that matter—from disability inclusion through the Disability Awareness Badge, Youths for Inclusion programmes, to intergenerational outreach and sustainability efforts. Guiding continues to be a safe and powerful space where girls get to be brave not only to find their voices but use them to lift others up.

## Global Engagement Broadening Horizons and Deepening Purpose

We tapped into our incredible WAGGGS network and gave more girls the opportunity to travel, learn, and connect. From climate action in Iceland to marine conservation in the Maldives, deep cultural exchanges in Sri Lanka, and inclusive leadership in Thailand and the Philippines—these life-changing trips have shaped passionate global citizens. This year, I am proud that we sent a record-breaking 71 members abroad - our largest yet.

## Celebrating Our Legacy: Doing Our Best

In 2024, we also celebrated our legacy with the launch of our history book, "Doing Our Best: A History of the Girl Guides in Singapore 1914 to 2022." This beautiful collection of stories and memories is more than a record—it's a testament to the strength, resilience, and friendships built through Guiding across generations. It reminds us that while our movement evolves, our values endure.

As we look ahead, I'm filled with hope and pride. Our girls are stepping forward with courage, compassion, and confidence—and we will continue to walk beside them, creating space for them to shine. To whoever is reading this, I invite you to walk alongside us too.

Let's keep leading the change—together.

**Dr Seetha Subbiah**  
President, Girl Guides Singapore

# Chief Commissioner's Report

In 2024, I had the privilege of witnessing how Guiding empowers every girl—from the Brownie tying her first knot to the Young Adult championing inclusion on the global stage. This year was defined by resilience, relevance, and a renewed commitment to our mission.

## Scaling Impact, Deepening Roots

We expanded our reach while strengthening the quality of our programmes. Over 800 Brownies came together for Brownie Revel, celebrating inclusion and racial harmony. Girl Guides took part in National Camp and led initiatives across Singapore—advocating for mental wellness, championing disability inclusion through Division-wide efforts and a community project at Bishan Community Centre, and promoting sustainability through Plastic Tide Turners and clean-up efforts at Camp Christine.

Globally, our girls carried the Guiding spirit to Sri Lanka, Maldives and Iceland through GIRL Adventure journeys. Two Commissioners also participated at the Asia Pacific Governance Workshop in India. In the Youths for Inclusion Phase 2 programme, Young Adults co-created inclusive leadership strategies with peers in Thailand and the Philippines, advancing equity and diversity.

## One Movement, One Mission

We saw strengthened internal cohesion and intergenerational bonds. World Thinking Day returned in full force at Our Tampines Hub—our first large-scale celebration since the pandemic—where we welcomed three visiting Member Organisations in a powerful show of unity. Former Guide and Everest climber Lee Li Hui inspired our GIRL Adventure contingent, bridging generations with her story of resilience. Initiatives like Generations Connect and Happy Hands deepened ties in Young Adults and Trefoil Guild members respectively through service. Participation in Open Units grew, culminating in a successful Combined Camp, Camp Sprout. Young Adults led the inaugural Flying Up Ceremony whilst the Girl Guides spearheaded advocacy through the Smoke-Free Ambassador and Mental Health Advocacy projects. Division Days and the Advocacy Mentorship Programme nurtured

emerging leaders. At Camp Intertwined, Young Adults collaborated with the Singapore Scout's Association's Rovers, fostering personal growth, while community service at St Luke's ElderCare and Sree Narayana Mission made a meaningful impact.

## Powered by People, Strengthened by Partnerships

Our momentum was driven by passionate people and purposeful partnerships. Collaborations with Pentel, People's Association and United Women Singapore brought learning to life. We were honoured to welcome Ms Jane Ittogi as our Patron, whose support strengthens our mission. Adult Leaders reaffirmed their commitment through training and course such as Homemakers and Basic Training Course, reinforcing our legacy of leadership and lifelong learning.

## Charting Tomorrow, Today

As we look ahead, we remain focused on amplifying the girl-led movement—where every girl is empowered to lead change and shape a better future. New interest badges will reflect their evolving passions, from technology and sustainability to community service and inclusion.

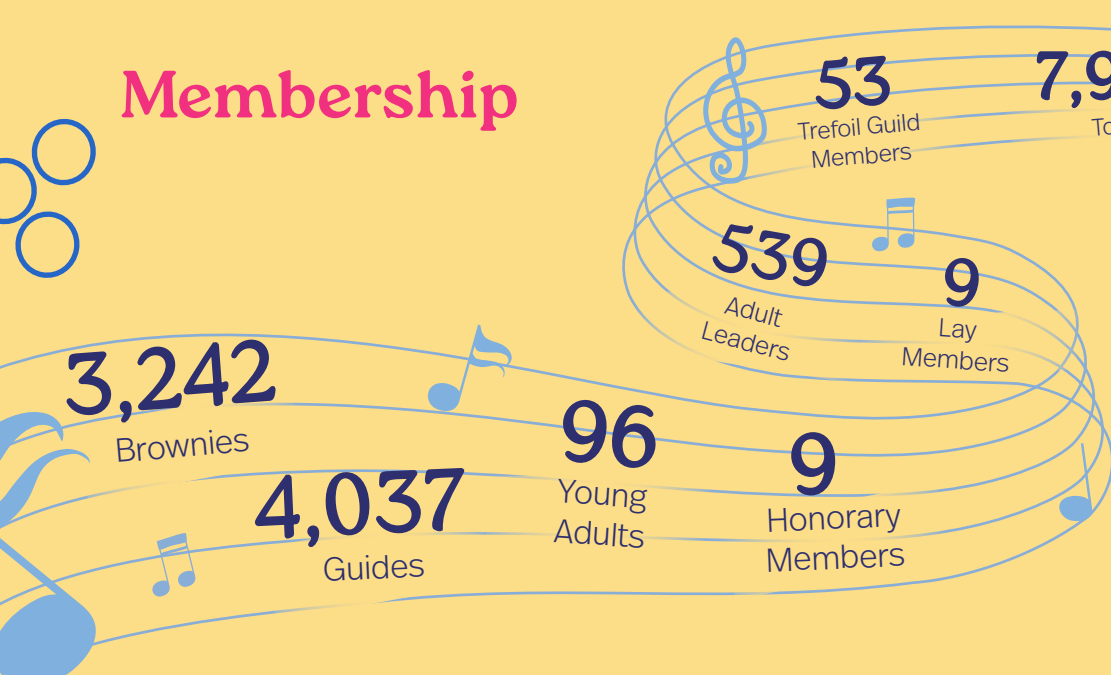
None of this is possible without the strength of our GGS community—our Adult Leaders, Young Adults, Girl Guides, Brownies, staff, and partners. Thank you for giving your time, heart, and energy to nurture confident changemakers. Together, let's continue building a world where every girl leads with purpose—and creates the future she wants to see.

**Mrs Koh-Teh Yi Wen**  
Chief Commissioner



# Impact *Report*

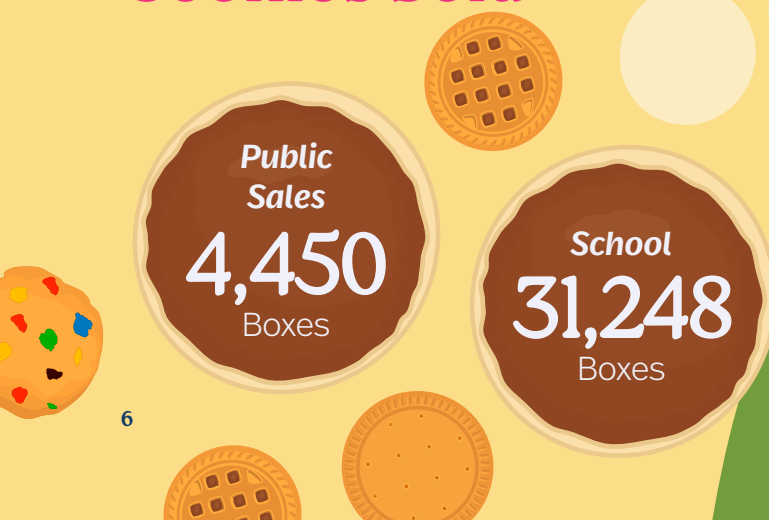
## Membership



## Participation in Overseas Events



## Cookies Sold



## Awards

### Puan Noor Aishah Award

57 Brownie Units  
71 Guide Units

### President's Guide Award

6 Guides

### Baden-Powell Award

73 Guides

### Clover Award

6 Young Adults & Adult Leaders

### Chief Commissioner's Award Badge

166 Brownies

### Asia Pacific Leadership Awards

20 Adult Leaders

### Long Service Awards

13 Members

### Palm Leaf Awards

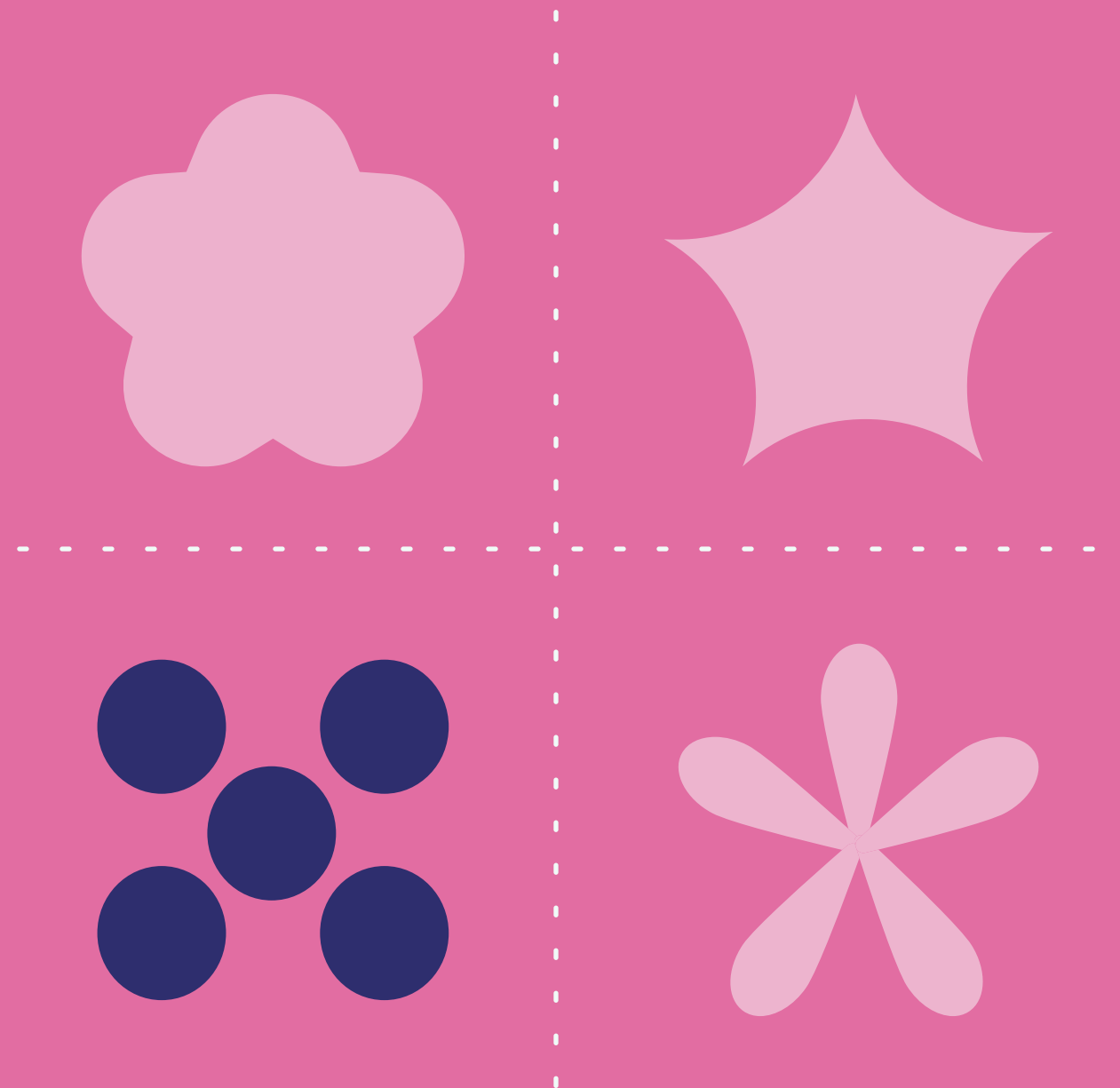
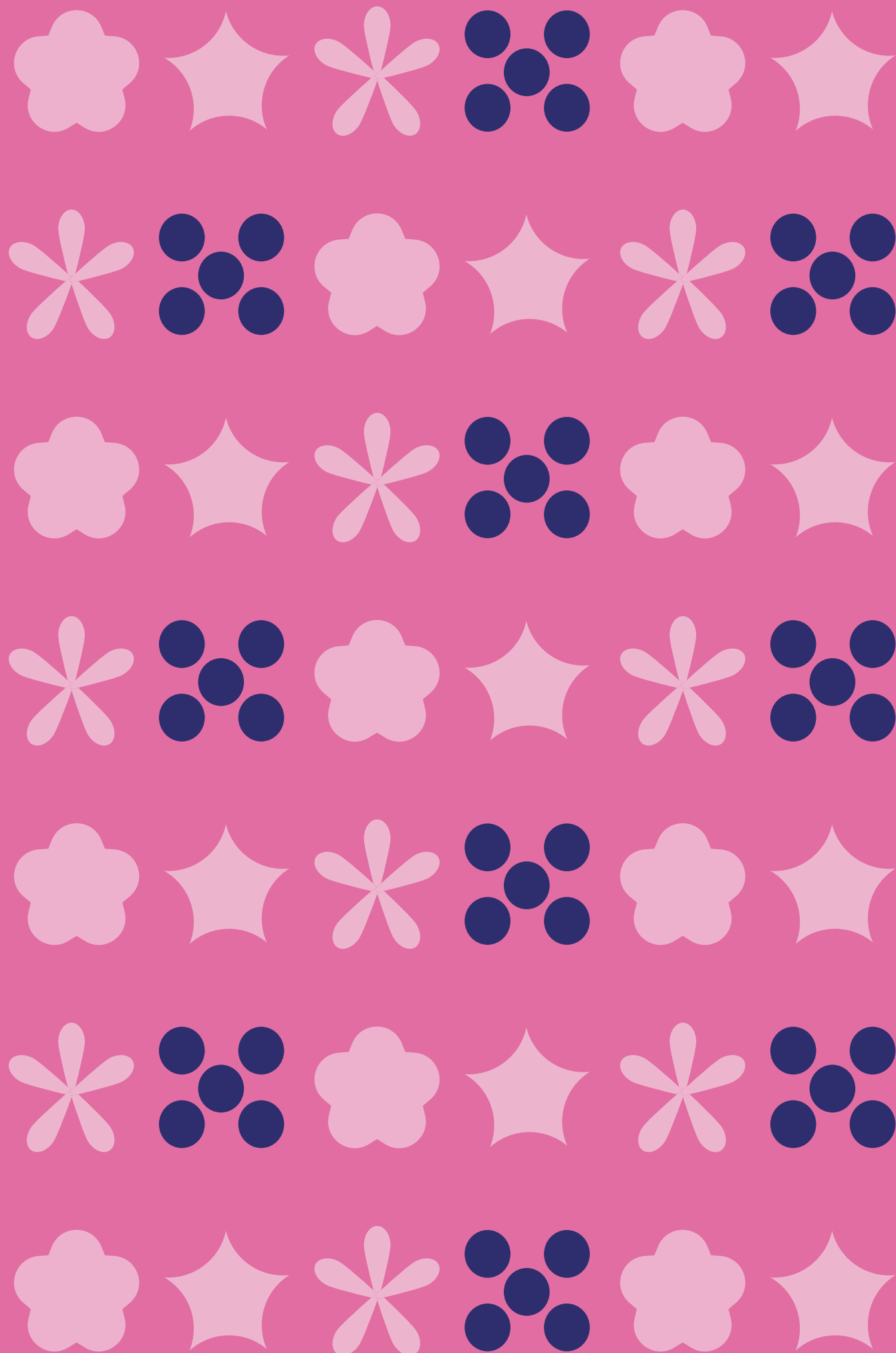
6 Adult Leaders

### Orchid Award

2 Members

### Thanks Plaque

8 Partners



*Leading by  
Example*



# Leading the Charge Globally:

## The Global Impact of Our Girls

When our Girls don their uniforms, they are stepping into a powerful global movement that empowers young women to lead, advocate, and create lasting change. For Girl Guides Singapore (GGS), international engagement goes beyond travel – it's about unlocking leadership potential, fostering global friendships, and addressing critical issues on the world stage. Through a vibrant international network of Member Organisations, GGS continues to make its mark across continents, proving that young voices can spark meaningful change on a global scale.



GIRL Adventure in Sri Lanka



GIRL Adventure in Iceland



GIRL Adventure in Maldives

## Empowering Girl Leaders on the Global Stage

Over the past year, Girl Guides Singapore has expanded its international footprint, sending young leaders out to explore, exchange and learn about global issues & how they can bring their learnings back to delivering special projects to a wider local community. Whether championing sustainability, inclusion, or gender equality, these girls have stood proudly alongside their peers worldwide, shaping meaningful conversations and advocating for change on issues that truly matter.

Standout examples included the Girl Adventure trips to Iceland and Maldives. The trips focused on climate action and the girls experienced directly climate challenges in both countries. The immersion brought about deeper understanding of global and local impacts. The adventures such as an ice trek in Iceland or restoring coral reefs and participating in sea turtle conservation efforts in Maldives and cultural exchange were eventually translated back home into projects to be shared with the wider community.

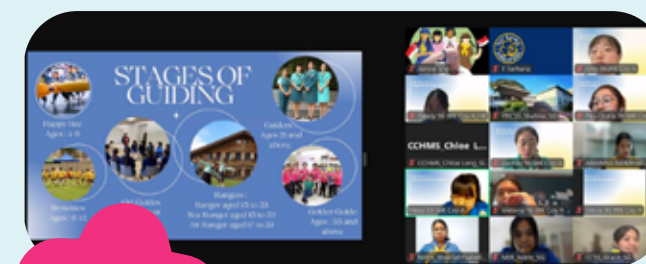
Another exciting highlight was the Girl Adventure to Sri Lanka, where our girls participated in the Sri Lanka International Camp - "Ceylona 2024". Inspired by the experience and the stories shared by fellow Guides from across the region, they plan to launch a period poverty impact project. Engaging in cross-cultural dialogue and service activities around health and well-being sparked important conversations on menstrual equity. This initiative reflects their commitment to driving change on an issue affecting girls and women worldwide.

## Championing Inclusion and Cultural Exchange

Our Young Adult Branch is championing inclusivity through the Youths for Inclusion (YFI) Phase 2 Programme in Thailand and the Philippines, fostering cross-cultural understanding and developing inclusive leadership strategies alongside international peers.

"Our trip to Thailand expanded our perspectives on diversity and inclusion across cultures & sectors." shared by Young Adult, Anthea Goh. "It was a powerful and unforgettable experience."

The East and West Division Zoom Exchange with Hong Kong Guides also proved that distance is no barrier to meaningful connection. Through virtual sessions, Guides shared traditions, explored social issues & built lasting cross-border bonds.



East & West Division Zoom Exchange



YFI - Thailand



YFI - Philippines

## Lifelong Friendships, Lasting Impact

More than leadership and advocacy, these international experiences forge lifelong friendships & shape global citizens. Girls return home with broadened horizons, a deeper respect for diversity, and a renewed drive to create change.

Through the global network of the World Association of Girl Guides and Girl Scouts (WAGGGS), Girl Guides Singapore is empowering the next generation of changemakers. By giving our girls the platform to explore, discover, speak out and lead, we are showing that no matter where you come from, you have the power to make a difference - one voice, one step, one Girl at a time.





## Championing Causes and Advocating Change

### World Thinking Day 2024: Our World, Our Thriving Future

On 17 February 2024, over 5,000 Girl Guides and Brownies gathered at Our Tampines Hub for the largest in-person World Thinking Day celebration since the pandemic. With international guests from Girl Guides Association of Brunei Darussalam, Girl Guides Association of Cambodia and Sri Lanka Girl Guides Association, the event fostered cross-cultural friendship while focusing on mental and physical well-being and environmental sustainability.



Investiture of Ms. Jane Ittogi as the new Patron of Girl Guides Singapore



Celebrating World Thinking Day 2024 at Our Tampines Hub

“Practicing mindfulness helps me organise my thoughts so that I would not be too stressed or burnt out.”

- Ang Jing Xuan, Girl Guide,  
Bukit Panjang Government High School



Brownies during the mindfulness exercise



Brownies and Guides at World Thinking Day 2024

### Key Highlights:

Partner booths from United Women Singapore, People's Association Youth Movement, Greenair, and the National Environment Agency promoted advocacy efforts.

40 educational booths showcased sustainability, wellness, and leadership through hands-on exhibits.

Girl Guides Ang Jing Xuan and Nadyne Camellia Binte Ramdzanudin from the Mental Health Advocacy Programme led a mass mindfulness exercise, promoting emotional well-being.

## Youths for Inclusion: Keeping in MIND

Guided by the UN Sustainable Development Goals to promote universal social inclusion, six Young Adults (YAs) developed an outdoor activity programme tailored for working with the YA MINDS Chapter. This programme integrated Guiding activities designed to be inclusive and engaging for the participants.

Participants bonded over fire-starting, outdoor cooking, and pizza-making, developing communication, teamwork, and adaptability skills. Singing campfire songs and working together broke barriers, proving that true inclusion happens through shared experiences.



YFI: Keeping in Mind

“This experience left us with a stronger commitment to advocating for social inclusion and designing programmes that celebrate diversity, ensuring that everyone has the opportunity to learn, grow, and thrive”

Lim Jia Jia, Young Adult

## National Camp 2024 – United in Diversity

A 67-strong contingent from Girl Guides Singapore participated in National Camp 2024 that was held from 21-24 August 2024 at Maju Camp. This biennial residential camp brought together 430 participants from 9 Uniformed Groups and aims to foster national identity, leadership, and camaraderie.



National Camp



## Brownie Revel 2024

The 2024 Brownie Revel marked a milestone as the first large-scale Brownie event led by Young Adults (YAs), in close collaboration with the Brownie Branch. Centred around the theme of Inclusivity and Harmony, the event introduced Brownies to the importance of embracing diversity through hands-on, interactive activities. Highlights included “Innovators for Inclusivity,” where Brownies designed prototypes to support persons with disabilities (PWDs) in daily life, and “Let's Play Boccia!”, where they experienced the accessible sport enjoyed by athletes with physical impairments. Brownies also had the rare opportunity to interview Ms Theresa Goh, former Team Singapore Paralympic swimmer and bronze medalist, who shared her powerful insights and personal journey of overcoming barriers. Through games like Boccia and football for the visually impaired, the Revel not only offered fun and learning, but also inspired Brownies to become advocates for inclusion within their packs and communities.





# The ways Girl Guides are shaping the future

## Brownies (7 to 12 year old): Building Financial Literacy

20 Brownies from five units participated in the Cha-Ching workshop held at Guide House during the March School holidays. Facilitators from Prudential taught the girls about financial literacy, sound financial habits and financial responsibility. Working in small groups, Brownies were tasked to come up with creative and unique fundraising ideas to sell Girl Guides Cookies. It also encouraged them to make new friends from other units and learnt to work collaboratively with each other.



## Girl Guides (12 and 17 years old): Empowering Mental Health Advocates

To empower youths as mental health advocates, the Mentally LIT programme equipped 75 Guides from 14 schools with essential knowledge and skills to understand, support, and champion mental well-being in their communities. Through a combination of training and ground-up projects, Guides gained deeper awareness of mental health issues, dismantled personal misconceptions, and developed empathy toward individuals with mental illnesses. The ripple effect of their outreach was significant – reaching over 2,260 schoolmates and teachers with accurate information and supportive messages. Supported by Temasek Foundation since 2021, with funding extended till December 2024, the programme has enabled Guides to learn how to reduce stigma, identify signs and symptoms, use respectful language, and encourage help-seeking behaviours, fostering a more compassionate and informed school environment.



## Young Adults (17-25 years old): Developing as Leaders and Bridging Generations

GGs is committed to developing existing open units and growing new units that are run outside of schools and this would not be possible without the dedicated efforts of our Young Adults (YAs) and Adult Leaders. For example, YAs helped to organise the first inter-unit Brownie camp as part of the South West Community Guiding Programme at Guide House with 38 girls at Guide House from 28 to 29 December 2024.

Having started out as a Brownie, Sofea Ellysha, 17, a Young Adult, now mentors younger Brownies at the Agnes 1st Pack that meets once a month at Hillview CC. "They meet friends here, so hopefully those friendships will stay with them," said Sofea. Her fellow YA, Bernyce Leng Kit Yen, 19 added about passing on what they have learnt to the next generation, "In Guiding, we aim to instil good values in them."



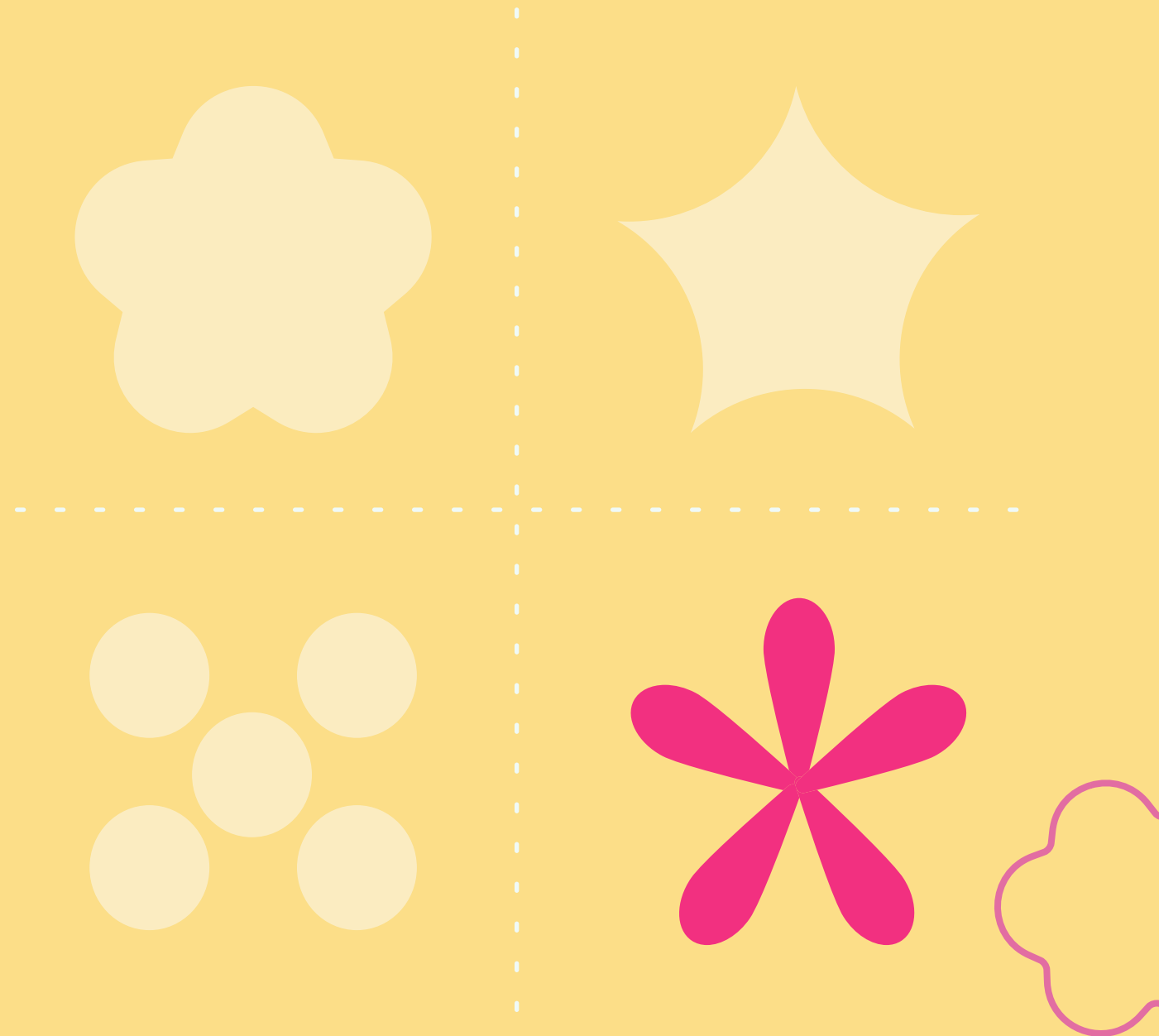
## Training and Nurturing Future Leaders

The Basic Training Course (BTC) for Guiders equipped 112 Adult Leaders with practical skills to mentor and guide their units effectively. With sessions covering digital literacy, eco-awareness, and leadership strategies, the training ensured that each Guider left empowered to make a meaningful impact on the lives of the girls they mentor. Considering that each Guider leads an average of 20 girls, this training has the potential to impact over 2,200 young minds.

In 2024, over 60 Unit visits were conducted. These visits served as valuable opportunities to check in with Guiders, listen to their feedback, and better understand their needs. Such visits provided on-the-ground support, sharing of resources, and offer encouragement to sustain quality Guiding experiences.







*Creating Impact*

# Creating Impact

## Community & Service Projects

In 2024, GGS continued to lead the way in making a meaningful difference in communities across Singapore. Through hands-on service projects, they built connections across generations, championed inclusivity, and took action for a more sustainable future.

### Bridging Generations: Seniors at Sree Narayana Mission Home

At the heart of community service is the power of human connection. For the Brownies and Guides who visited Sree Narayana Mission Home, their time spent with seniors went beyond simple activities—it was about forging relationships, learning from the wisdom of elders, and bringing joy to their days. From sharing stories to engaging in activities designed to stimulate memory and creativity, the experience left a deep impression on both the seniors and the girls. As Girl Guide Rehaa Chirutanoor from Sengkang Secondary School reflected, “I gained valuable lessons in patience, communication, and leadership. I now see the world through their eyes and cherish the wisdom they share.”

Adding to this spirit of giving, our very own Trefoil Guild contributed food items and personally delivered them to the residents, ensuring they felt cared for and remembered. Their generosity and dedication exemplify the lifelong commitment to service that Guiding instills in all of us.



### Sustainability in Action: Camp Christine Clean-Up & Plastic Tide Turners

Our commitment to a better future is reflected in the way we care for our environment. At Camp Christine, Guides and Brownies rolled up their sleeves to clean lodges and maintain the campsite, learning firsthand about responsibility and teamwork. Meanwhile, the Plastic Tide Turners Challenge Badge empowered Guides to take action against plastic pollution. From upcycling plastic waste into art to writing advocacy letters to decision-makers, they transformed awareness into tangible action. As our Trefoil Guild member, Ms. Tan Ah Bitt put it, “The badgework isn’t just about learning—it’s about changing habits and inspiring others to do the same.”

These projects reflect the heart of Guiding: service, leadership, and making an impact. By stepping beyond their comfort zones and taking initiative, our Guides are not just participants in their communities—they are changemakers shaping a better future.

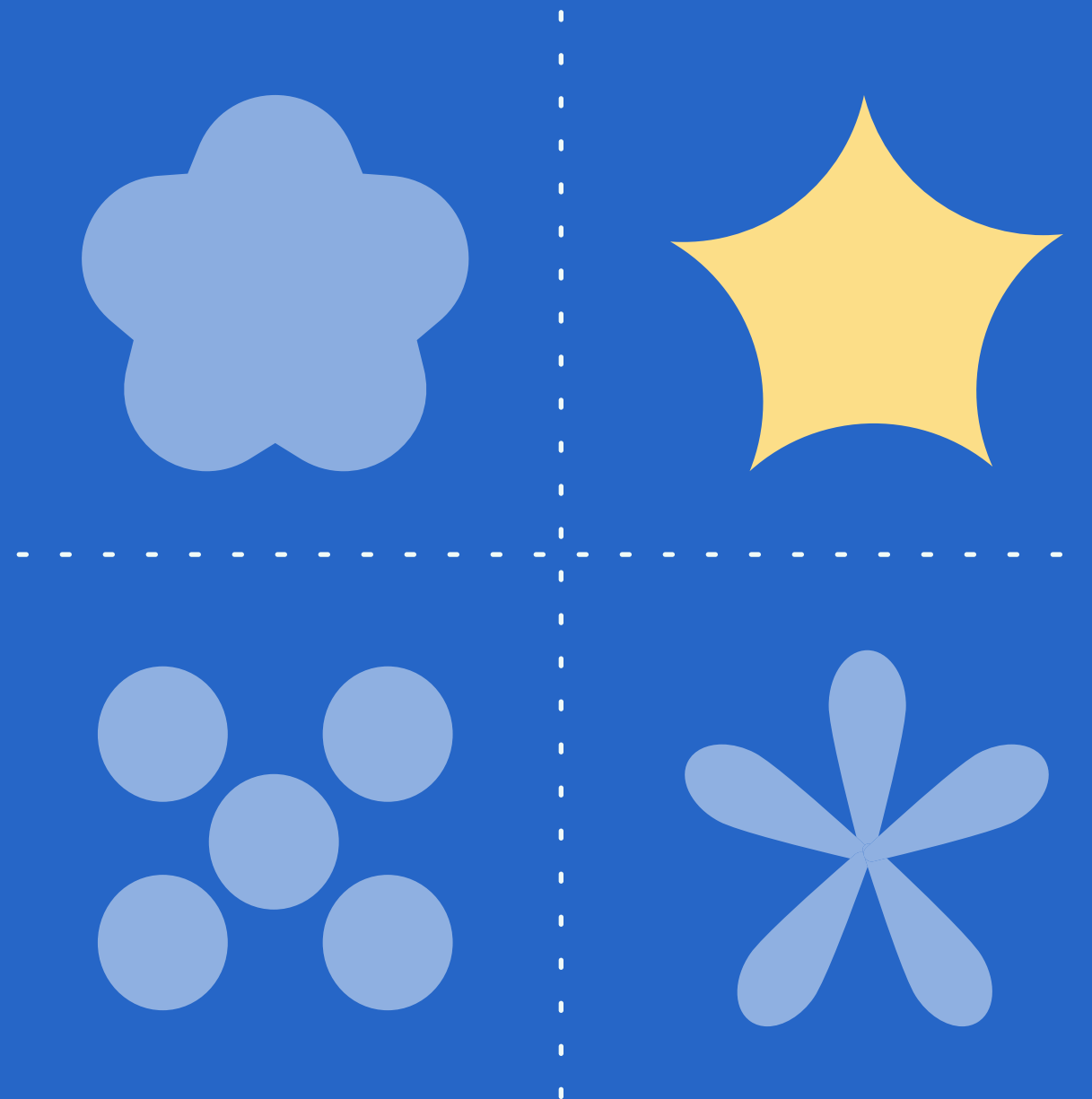


### Championing Inclusion: East Division Disability Awareness Badge

True leadership is about creating a world where everyone belongs. Through the Disability Awareness Badge Programme, Guides had the opportunity to engage with individuals with Down syndrome in a hands-on, artistic experience. Girl Guide Auni Fahimah from Pasir Ris Crest Secondary School, 1st Coy, shared, “I used to see people with special needs differently. But during this programme, I saw them as friends—just like me, full of kindness and creativity.” Through interactive painting workshops and outreach sessions, Guides not only enhanced their artistic skills but also developed a deeper understanding of inclusivity, advocacy, and social responsibility.







*The Guiding Journey*

# The Guiding Journey

## From Brownies to Young Adults

Every Girl's journey is a story of growth—one filled with learning, friendship, and transformative experiences that shape them into confident and compassionate leaders. In 2024, our Girls embraced their personal journeys, connecting across generations, celebrating milestones, and carrying forward the rich legacy of Girl Guides Singapore

### Generations Connect: Learning from One Another

Guiding is more than just a movement; it is a sisterhood that spans generations. Through the Generations Connect project, Guides, Brownies, and Trefoil Guild members came together to explore intergenerational leadership. Icebreakers turned into heartfelt conversations, and role-playing activities allowed younger Guides to step into the shoes of their seniors. Lim Boon Xin, a Brownie from Henry Park 1st Pack shared, "I was nervous at first, but I learned so much from my Guiding sister. She told me stories about her journey, and now I feel excited to take my next step." Sharing real-world leadership experiences, participants left with not just knowledge but a deeper sense of belonging within the Guiding family.



### Flying Up Ceremony: Taking the Next Step

For every Brownie, there comes a moment when she spreads her wings and soars into her next adventure. The Flying Up Ceremony is more than a tradition—it is a celebration of growth, resilience, and readiness to take on new challenges. As each girl received her wings, she reflected on her journey, from learning her first knot to leading a Six. "I remember my first camp as a Brownie—I was scared to stay overnight. Now, I'm a Guide, and I can't wait for my next adventure," shared Fahimah from West Grove 1st Pack. The ceremony not only marked an achievement but ignited a renewed passion for the Guiding spirit.

### Honouring Our Past, Inspiring the Future

The launch of *Doing Our Best: A History of the Girl Guides in Singapore 1914 to 2022* was a testament to the enduring impact of Guiding. More than just a book, it was a bridge connecting past, present, and future members, showcasing the resilience and dedication of those who shaped the movement. The event brought together 206 members and other key supporters of the Guiding movement, including Guest-of-Honour Mdm Halimah Yacob, who was Patron of GGS between 2017 and 2023, in a shared moment of reflection and pride. From hearing the stories of intergenerational Guiding families to honouring the pioneers of GGS, the celebration reinforced the deep-rooted values of service and sisterhood.

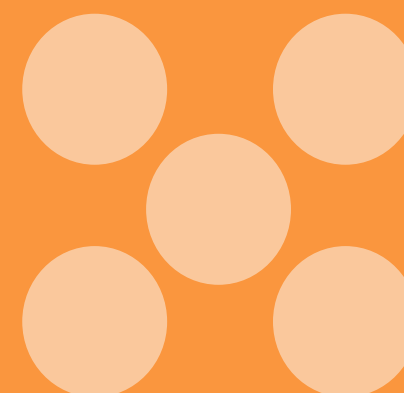
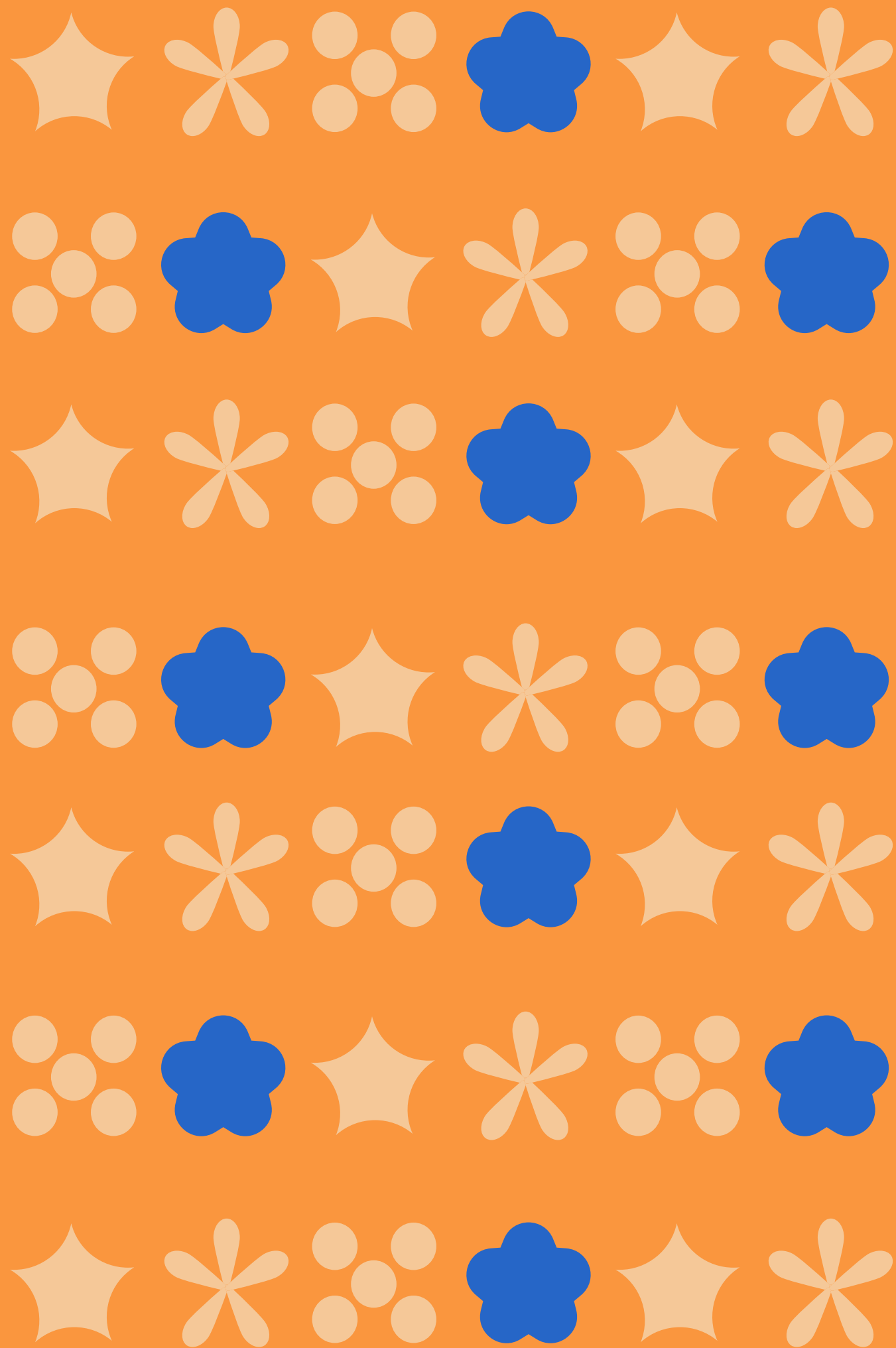
In her message, Mdm Halimah highlighted the importance of the publication, sharing that, "A history book like this one is not just a record of the past but also a compass for the future. Aptly taken from the Guide Promise, its title *Doing Our Best* motivates us all to continue striving even during trying times. As we celebrate past and present GGS members, leaders and volunteers, recognising their determination, contributions and sacrifices, we also look to succeeding generations of GGS members to take pride in their heritage and the universal and intergenerational Girl Guiding values and be inspired to continue giving their best to advancing Guiding in Singapore."

Further showcasing Guiding traditions, the celebrations continued in the afternoon at Camp Christine with a vibrant line-up of Guiding-related activities. Families were invited to join in the fun, and alumni of the Movement returned to reconnect and reminisce. The event was graced by former President Mrs Christine Dhanabalan, who played a pivotal role in the development of Camp Christine. The day culminated in a heartwarming campfire, where songs, stories, and shared memories lit up the night—bringing together past and present members in a powerful celebration of Guiding unity, legacy, and community.

The journey from Brownies to Young Adults is not just about progression—it is about carrying forward the values of leadership, service, and unity. As each girl takes her next step, she does so knowing that she is part of something bigger: a movement that empowers, uplifts, and transforms lives.







*Celebrating  
Achievements*

# Girl Guides Singapore

## Combined Awards Ceremony 2024

Recognition plays a key role in fostering a culture of appreciation, and for Girl Guides Singapore (GGS), celebrating the achievements of its members and volunteers is essential in promoting personal growth, leadership, and community service. The Combined Awards Ceremony, held on 20 July 2024, provided a special opportunity to honour the dedication and leadership shown by over 500 individuals and units

The Guest of Honour, MP Nadia Binte Samdin, who is also a member of the Singapore Council of Women's Organisations (SCWO), connected with the girls through her shared focus on empowerment, sustainability, and mental health. Her inspiring speech motivated everyone to chase their goals boldly, continue to uplift others, and take pride in their leadership roles.



A particularly moving moment during the ceremony was the presentation of appreciation cards, filled with heartfelt messages from school leaders and Guiders who personally congratulated the girls and celebrated their hard work. This moment highlighted the significance of mentorship, support, and the strong connections between GGS members, their leaders and supporters, ensuring that everyone in the community felt valued and recognised.

## EMPOWER

**Kyra Seow**  
Girl Guide, Raffles Girls School (Secondary)



“Through the project I embarked for the Baden-Powell Award, I grew by enhancing my organisational and presentation skills, which enabled me to design and deliver an engaging workshop on growth mindset. What I value even more from the process was gaining greater self-awareness and perspectives which strengthened my ability to inspire and motivate others. This experience boosted my confidence as a Guide and leader.”

## LEAD

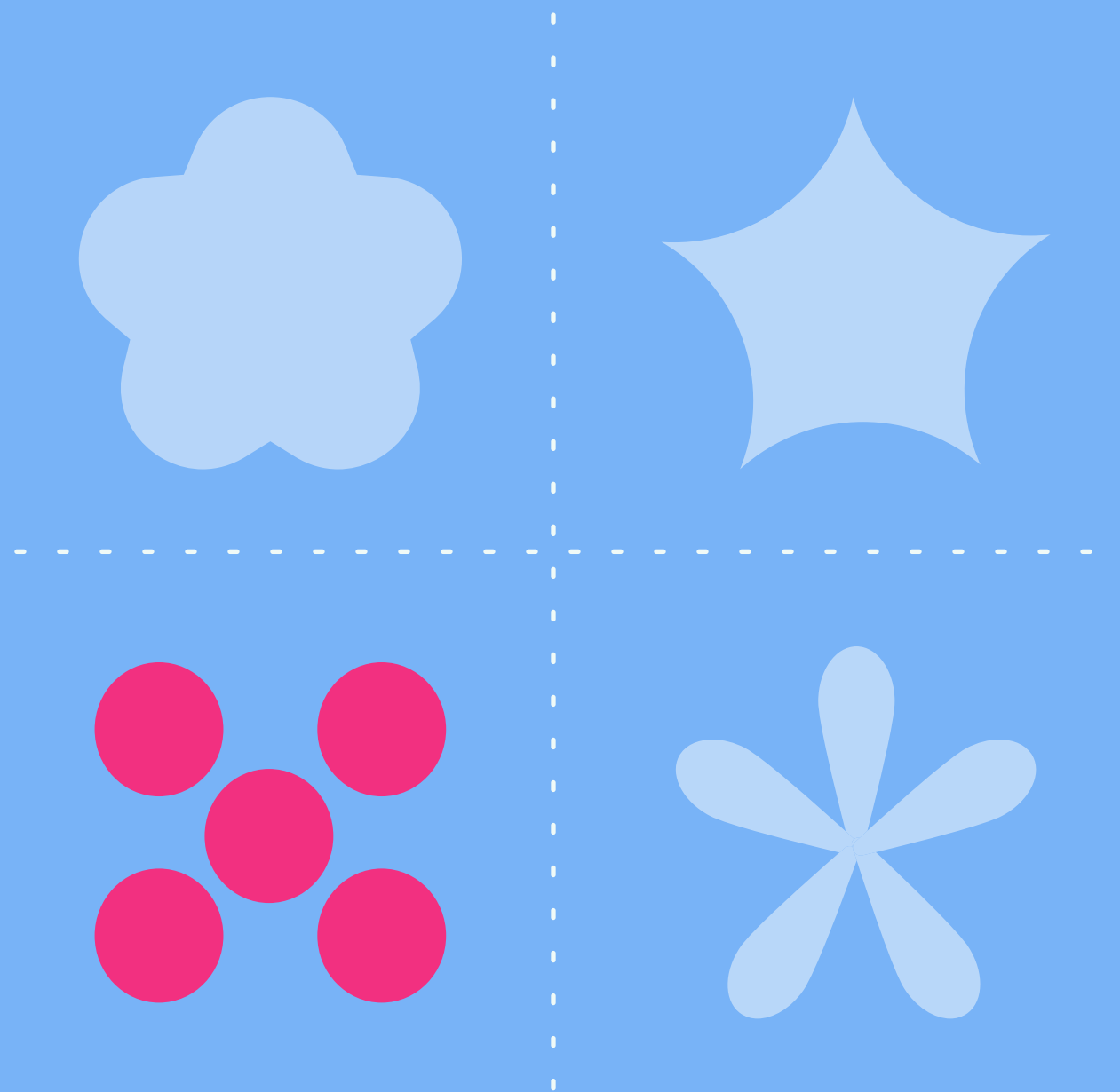
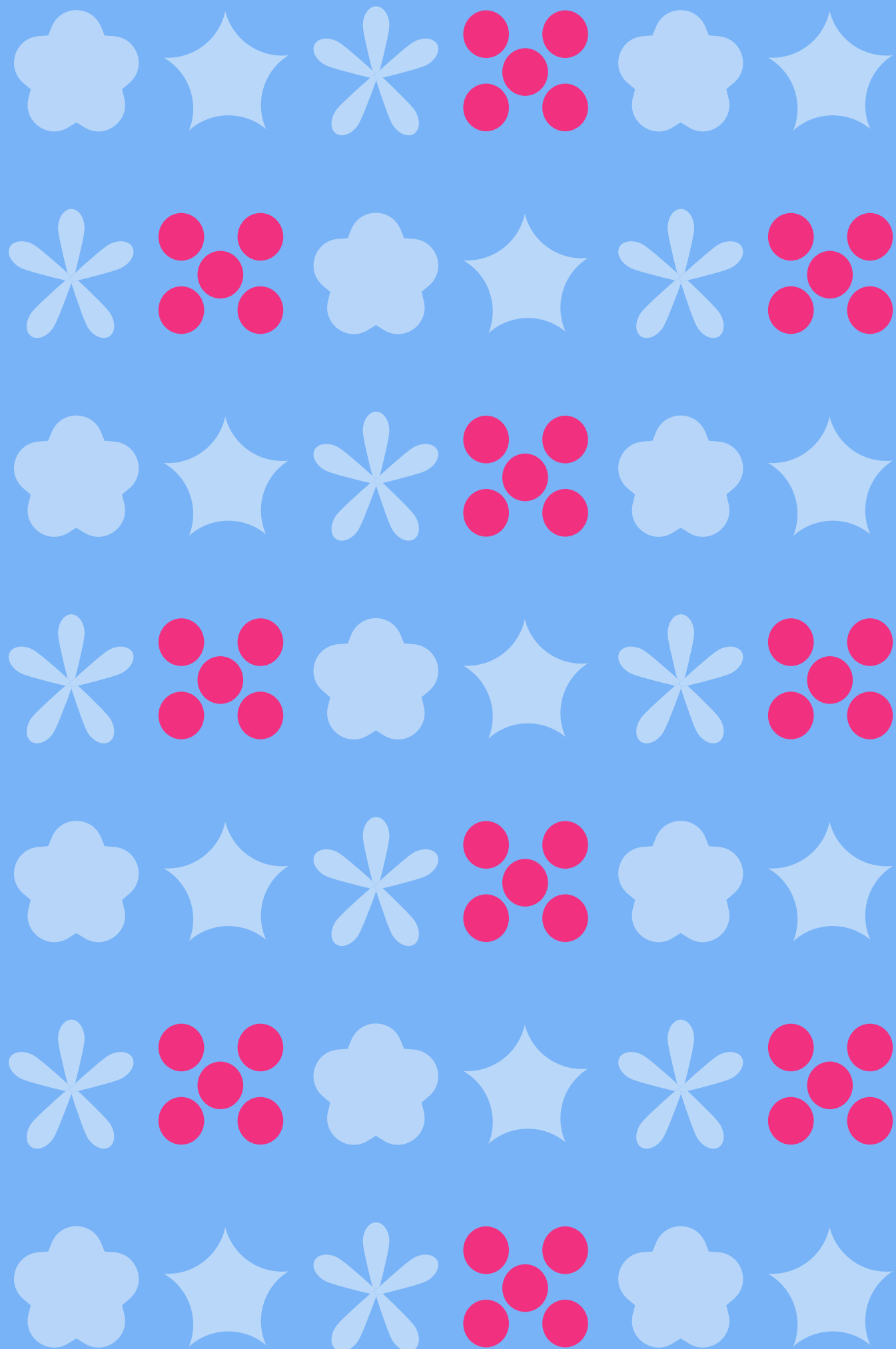
**Ting Hui Xin,**  
Guider, Nan Hua High School

“Receiving the WAGGGS Asia Pacific Region Leadership Award for Unit Leaders is a significant acknowledgment of my commitment to Girl Guides. I am truly thankful for the constant support from my school leader and fellow Guiders, who have been invaluable throughout this journey.

Through a variety of activities and experiences, I've been able to refine my teamwork and leadership abilities. GGS has provided me with the opportunity to uncover my potential and enhance my strengths, helping me evolve into a confident and capable Guider, ready to lead and inspire the girls.”







*Serving with  
Wisdom and  
Heart*

# The Trefoil Guild Continued Legacy

The Trefoil Guild Singapore stands as a proud continuation of the Girl Guiding legacy, serving as a vital bridge between active participation and lifelong service. It provides former Brownies, Girl Guides, and Young Adults with the opportunity to keep contributing long after their active years. With a strong focus on community service, mentorship, and fellowship, the Guild ensures that the core values of Girl Guiding continue to thrive throughout adulthood, fostering a lasting commitment to personal growth and giving back to others.

The Trefoil Guild members, with their wealth of experience, serve as mentors to the girls and young leaders, offering guidance, advice, and encouragement. As former Girl Guides and leaders, they are positive role models, demonstrating the lifelong value of Girl Guiding and the importance of giving back to the community. Their continued involvement in the movement highlights the enduring impact of the Guiding principles.



In addition to mentorship, the Trefoil Guild members often lead or participate in community service projects, creating opportunities for girls to engage in meaningful initiatives. This not only helps girls and young leaders develop a sense of social responsibility but also instills the importance of giving back. The Guild also offers opportunities for them to connect with a broader network of experienced leaders and professionals, allowing them to build valuable relationships and expand their horizons in both personal and professional development.

In today's fast-paced and ever-evolving world, the Trefoil Guild stands as a steadfast symbol of continuity, resilience, and purpose. What started as a space for women who had outgrown active Guiding has blossomed into a beacon of hope—a supportive environment where women of all ages can continue to grow, lead, and serve their communities with passion and dedication.



# Happy Hands Cooking for the Community

Since July 2021, the Trefoil Guild's Happy Hands Project has made a profound impact on the Bishan East community. Every first Saturday of the month, the Happy Hands Cooking for the Community team comes together to prepare and distribute 50 bento lunch boxes to those in need, offering not only nourishment but also warmth and joy to the local residents.

This project is a reminder that giving is a two-way street. While the Guild members are giving back to their community, they also find personal enrichment. Along the way, they have learned new cooking techniques, shared helpful tips, and exchanged family recipes, strengthening their bonds with one another. Through this partnership, not only are meals served, but lifelong memories and skills are shared.

None of this would be possible without the unwavering support of members and well-wishers. Their generosity and encouragement have been crucial in sustaining this initiative, allowing it to continue to grow and serve the community month after month. The Trefoil Guild's partnership with Bishan East Zone 1 RC exemplifies the power of community, compassion, and collaboration, showing that small acts of kindness can have a lasting, positive impact on those who need it most.

**“Cooking Peranakan dishes and dessert for the Bishan community is a labor of love, where each carefully crafted dish becomes a gift to the community, a bridge of tradition, and a reminder that sharing food is sharing love.”**

**Mrs Khoo Kim Choo, member of the Trefoil Guild and Happy Hands Cooking for the Community Project.**





# Chief Commissioner's Award Badge



**ADMIRALTY PRIMARY SCHOOL**

Anisha Khan Binte Akter  
Calyse Chew Yun Xi  
Chia Han En  
Lai Yan Xin Chantelle  
Leow Ziyan, Chiara

**AI TONG SCHOOL**

Lian Ga Ki  
Lim Yan Er, Sylvia  
Ng Rui Yan  
Sharmaine Ang Xi Yuan  
Tan Yi Fay  
Toh Kah Ai Claire  
Yip Kar Wai Kiara

**BEDOK GREEN PRIMARY SCHOOL**

Abdul Aleem Fahzeen  
Leong Lek Yan  
Lim Hui Ting

**CANOSSA CATHOLIC PRIMARY SCHOOL**

Olivia Leong Xin Yi

**CHIJ (KATONG) PRIMARY SCHOOL**

Lim Shan Yin Rachel  
Nur Qistina Amani Binte Omarrudin  
Tira Cheong Jing Xuan

**CHIJ OUR LADY OF THE NATIVITY**

Averie Ho Jia Yi  
Chan Hoi Tung Sherilyn  
Chu Keng Yee, Vera  
Hailey Bernadette Tan Ying Qi  
Shinelle Hu  
Tejasivii Baskaran

**CHIJ OUR LADY QUEEN OF PEACE**

Jodie Alexis Chung Li Xin  
Myra Khawaja  
Stacey Neo Cheng Ting  
Suresh Aberame

**CHIJ ST NICHOLAS GIRLS' SCHOOL**

Abbie Tan Kia Yong  
Elise Thng E-Ann  
Gracelyn Faith Chew Kei Yan  
Lew Jia Yu Emma  
Lim Aiping Hannah  
Mia Yin Mei Backhouse Chow  
Sebine Annaliese Isabelle Chin Yi Yan  
Wee Heong Chu Gillian

**CHONGFU SCHOOL (1ST PACK)**

Anne Loh Yun Ying  
Athena Lyc Huang  
Chen Yingtong Audrey  
Elsa Tan Yi Xin  
Glenise Lim Kai Xin  
Kesha Poh Yi Ning  
Lim Tsz Hei Heila  
Nur Azra Fayha Binte Muhamad Afandi

Rachel Soh Sim Huey  
Teo Yu Tian Audris

**CHONGFU SCHOOL (2ND PACK)**

Ashlyn Oh Xin Ning  
Bay Lavonne  
Caelyn Chionh Kai Lin  
Guan Zhiya Jessie  
Low Enya  
Neo Jia Ning  
Phua Yu Tong  
Song Siqi  
Valerie Natasha Hu

**CHONGZHENG PRIMARY SCHOOL**

Teo Ya Teng, Chrislynn

**CORPORATION PRIMARY SCHOOL**

Jasmine Lai Khai Fang  
Li-Ann Grace Dennie  
Nur Arianna Binte Sheik Rehan Bashah  
Nur Azyyati Damia Binte Razali  
Nur Zahidah Binte Ahmad Zairal  
Teo Yu Qing, Jovelle  
Theophilia Mae Ho

**ENDEAVOUR PRIMARY SCHOOL**

Anika Sathi  
Cheryl Ooi Xin Yi  
Hugh Jiaying

**HENRY PARK PRIMARY SCHOOL**

Amelie Sim Ming Yue  
Esha'al Shaista Binte Shaik Ahmad Rifaei  
Khloe Huang Lexuan  
Lau Si Qi  
Por Hong Mun

**HOLY INNOCENTS' PRIMARY SCHOOL**

Arielle Yee Rui Xuan  
Ng Shu Rui Gwen  
Louisa Neo Jing Xuan  
Lim Xin Ying, Richelle

**JURONG PRIMARY SCHOOL**

Chua Xin Tian Verlicia  
Kristen Yeo  
Lee Shi Ing Celine  
Lim Qiu Yan  
Teng Yu Tong  
Yeoh Yu En  
Zhang Weixiao

**METHODIST GIRLS' SCHOOL (PRIMARY)**

Lau Ezen

**NAN CHIAU PRIMARY SCHOOL**

Gng En Ya  
Lee Rui En, Joy

**NANYANG PRIMARY SCHOOL**

Deirdre Engracia Lee En Xin  
Sophie Liew Ji Wei  
Sung Tak Sum Hannah  
Tan Min Wen Elsa

**NGEE ANN PRIMARY SCHOOL**

Alexa Chia Rui Yee  
Charis Ong Hui En  
Raeanne Chan Yi En

**NORTHLAND PRIMARY SCHOOL**

Ang Hui En  
Auni Raudhah Binte Mohamed Ridwan  
Dai Youting Monique  
Jennah Omar  
Ng Wen Bin, Kleirvin  
Taqiyyah Adila Binte Muhammad Fadhil  
Wong Zhi Xuan

**QIFA PRIMARY SCHOOL**

Kimberly Ong Chern Hee  
Tan Zhi Xuan

**RAFFLES GIRLS' PRIMARY SCHOOL**

Michelle Goh Hui Wen  
Sophie Tng Jia Xuan  
Tan Xiao Xin Lara  
Wong Shu Fay, Sophie  
Zoe Kai Qing Stekly

**ROSYTH SCHOOL**

Adelaide Laokullavanich  
Aerin Ng E-Min  
Charlene Phua Xuan Ning  
Hoon Yu Xuan  
Lee Ming Xi  
Yashika Thavacilan

**RULANG PRIMARY SCHOOL**

Caslyn Tan En Xuan  
Chua Yu Xuan Elynnda  
Dhia Insyirah Binte Ahmad  
James Anthony Jelena  
Kwek En Ling Lynn  
Lee Ruo Xuan Renee  
Natalie Alicia Ng  
Ng Xiang Ning Dyon  
Tan Ria  
Yang Zixuan

SINGAPORE CHINESE GIRLS' SCHOOL (PRIMARY)

Allyson Mei Xin Astorga  
Anastasia Isabel Wan  
Audrey Liew Jie Xi  
Faye Elizabeth Roberts  
Georgia Prima Speciale  
Lee Xuan Qi Tricia  
Lim Xiao Tian  
Samantha Ang  
Sofia Huang Yuhan

SENG KANG PRIMARY SCHOOL

Frances Victoria Melo (Dong Yan)  
Kellyn Tan Wen Xi  
Lee Ya Le  
Tan Ting Yie  
Wong Ya Xuan, Chloe

ST ANTHONY'S PRIMARY SCHOOL

Dawne Sim Sheen Yu  
Hailey Goh Yu Tong  
Ooi Li Ying Valerie

TAO NAN SCHOOL

Goh Cim Eng, Natasha  
Goh Zhi Xua Lauren  
Lim Xin Le, Claire  
Ng Zen Ting, Miki  
Nicole Chan Min Shan  
Ong Jia Xuan Alyena  
Sarah Kai-En Rettig  
Shannon Boo Le Xuan  
Simone Lim Gay Tink  
Wong Kye Re, Seraphina

TELOK KURAU PRIMARY SCHOOL

Ahamed Abeera Jessy

Britney Lee

Sarah Banu Binte Muhammad Wassim

WEST GROVE PRIMARY SCHOOL

Abhilasha Kuganesvaran  
Aditi Suresh  
Andrea  
Ayra Nadirah Binte Muhammad Adib  
Fahmida Mustary  
Ho En Xi  
Joyous Cheh Jia Ying  
V. G. Kirthikka  
Vikshana D/O Chinnadurai

YANGZHENG PRIMARY SCHOOL

Aiza Qistina Binte Muhammadd Fauzi  
Ling Yong En, Eleora  
Luong Jia Qi Ashley  
Sophia Amani Binte Rosli

Baden-Powell Award

ANDERSON SECONDARY SCHOOL

Ashely Lau Si Yi  
Loh Zi Yi Jaslyn

ANGLICAN HIGH SCHOOL

Aeryn Ang Ying Xuan  
Chow Zhen Min  
Isabel Teo Lingyan  
Melody Teo Min Hui  
Ng Shi En Shirlene  
Tan Shi Ying Adeline  
Tan Yi En  
Valerie Ong Min  
Wong Jia Ning

BEDOK SOUTH SECONDARY SCHOOL

Ajab Juzer Maimoon

BUKIT PANJANG GOVERNMENT HIGH SCHOOL

Su Tze Xin

CHIJ KATONG CONVENT

Sophia Catherine Capel

CHIJ SECONDARY

Kirsten Mak Yuk Ting

CHIJ ST NICHOLAS GIRLS' SCHOOL (SCHOOL)

Christine Grace Sofyan  
Faith Jaylene Cheong Huai Jin  
Glory Faith Wong Si Syun  
Goh Claudia  
Janessa Quek Ke Xuan  
Joylene Linggajaya  
Mak Hor Yan Zoe

CHUNG CHENG HIGH SCHOOL (MAIN)

Aw Yan Xi Avril  
Chua En Hui, Jazreel

Kho Yee Shean

Yong Ning Yu, Charlene

CRESCENT GIRLS' SCHOOL

Liu Zifei Fiona

DAMAI SECONDARY SCHOOL

Tasya Mandela Yang  
Xylene Toh Wan Xuan

NANYANG GIRLS' HIGH SCHOOL

Soh Rou Ying

NGEE ANN SECONDARY SCHOOL

Chay Rui Shan, Sarah  
Maradana Amrutha

QUEENSWAY SECONDARY SCHOOL

R Netra

RAFFLES GIRLS' SCHOOL (SECONDARY)

Cao Yong Xin Jasmine  
Carina Zhu Shiyi  
Kyra Seow Kai Hui  
Lakshana Rajadurai  
Lee Shuen Lin Natasha  
Ng Yu Xuan Vera  
Rachel Tan Shi Qi  
Soh Ping Lynn  
Zhu Jiajia Christine

RIVER VALLEY HIGH SCHOOL

Cheah Rui Xi  
Cheam Kai Qi  
Grace Tan En-Yu

SENG KANG SECONDARY SCHOOL

Karthik Aradhana  
Rajesh Mridini

SERANGOON SECONDARY SCHOOL

Denise Tan Yu Xuan

SINGAPORE CHINESE GIRLS' SCHOOL (SECONDARY)

Kelly Tan Ee Ling  
Ng Poh Ghee Versilia  
Ng Wen Xuan  
Olivia Lim  
Sarah Lim Rui-Min

ST ANTHONY'S CANOSSIAN SECONDARY SCHOOL

Dhanya Jayesh  
Goh Zhi Xuan Gerlynn  
Lam Min Xuan, Renae  
Macale Isabel Beatriz Verzola  
Peh Sue-Wei Jade Nathalie  
Ruth Ashleigh Ng Ru En

ST MARGARET'S SCHOOL (SECONDARY)

Cayla Sim  
Reanne Oh  
Sasmetra Nanthakumar  
Sing Eu Suan, Vivian  
Syafiaah Binte Farihullah  
Yeo Engxin

TAMPINES SECONDARY SCHOOL

Teo Hwee Qi

WEST SPRING SECONDARY SCHOOL

Nurul Humairah Binte M Rahim

YISHUN SECONDARY SCHOOL

Lee Wen Yi

YISHUN TOWN SECONDARY SCHOOL

Ashlynn Jahangeer  
Jaclyn Ng Jing Xuan  
Lebelle Diong Ler Xuan  
Natasha Sofie D/O Dickson  
Yeo Claire (Yang Qingya)

President's Guide Award

RAFFLES GIRLS' SCHOOL (SECONDARY)

Lee Sze-Chyi Claire  
Tiffanie Lau Siew Teng  
Ruddock Vanessa Fei

RIVER VALLEY HIGH SCHOOL

Chua Yee Tien

SINGAPORE CHINESE GIRLS' SCHOOL (SECONDARY)

Celestine Ng Hui En  
Choo Cher Yi, Katriel

Puan Noor Aishah Award

Brownie Packs

GOLD

Canossa Catholic Primary School  
CHIJ Katong Primary School  
CHIJ Our Lady of Good Counsel  
CHIJ Our Lady of the Nativity 1st Pack  
CHIJ Our Lady of the Nativity 2nd Pack  
CHIJ Our Lady Queen of Peace  
CHIJ St Nicholas Girls' School 1st Pack  
CHIJ St Nicholas Girls' School 2nd Pack  
Chongfu School 1st Pack  
Chongfu School 2nd Pack  
Chongzheng Primary  
Corporation Primary School  
Endeavour Primary School  
Haig Girls' School  
Henry Park Primary School  
Holy Innocents' Primary School  
Innova Primary School  
Marsiling Primary School  
Methodist Girls' School  
Nan Chiau Primary School

Nan Hua Primary School  
Nanyang Primary School  
New Town Primary School  
Ngee Ann Primary School  
Peiyong Primary School  
Raffles Girls' Primary School -  
River Valley Primary School  
Rosyth School  
Rulang Primary School  
Shuqun Primary School  
Singapore Chinese Girls' School 1st Pack  
Singapore Chinese Girls' School 2nd Pack  
St Anthony's Primary School  
Tao Nan School  
Tao Nan School Pack 2  
Telok Kurau Primary School  
Temasek Primary School  
West Grove Primary School 1st Pack  
West Grove Primary School 2nd Pack  
Woodgrove Primary School  
Yio Chu Kang Primary School

SILVER

Admiralty Primary School  
Dazhong Primary School  
Gan Eng Seng Primary School  
Northland Primary School  
Qifa Primary School

BRONZE

Bedok Green Primary School  
Canberra Primary School  
De La Selle School  
First Toa Payoh Primary School  
Jing Shan Primary School  
Opera Estate Primary School  
Qihua Primary School  
St Margaret's School (Primary)  
Tampines North Primary School  
Yangzheng Primary School  
Zhenghua Primary School

Guide Companies

GOLD

Ahmad Ibrahim Secondary School 1st Coy  
Anderson Secondary School 1st Coy  
Ang Mo Kio Secondary School 1st Coy  
Anglican High School 1st Coy  
Bedok South Secondary School 1st Coy  
Bedok View Secondary School 1st Coy  
Bendemeer Secondary School 1st Coy  
Broadrick Secondary School 1st Coy  
Bukit Panjang Govt High School 1st Coy  
Bukit Panjang Govt High School 2nd Cy  
Cedar Girls' Sec School 1st Coy  
Cedar Girls' Sec School 2nd Coy  
Changkat Changi Secondary School 1st Coy  
CHIJ Katong Convent 1st Coy  
CHIJ Secondary 1st Coy  
CHIJ St Nicholas Girls' School 1st Coy  
CHIJ St Nicholas Girls' School 2nd Coy  
CHIJ St Nicholas Girls' School 3rd Coy  
CHIJ St. Joseph's Convent 1st Coy  
CHIJ St. Joseph's Convent 2nd Coy  
CHIJ St. Theresa's Convent 1st Coy  
Chua Chu Kang Secondary School 1st Coy  
Chung Cheng High School Main 1st Coy  
Chung Cheng High School Main 2nd Coy  
Commonwealth Secondary School 1st Coy

Compassvale Secondary School 1st Coy  
Crescent Girls' School 1st Coy  
Crescent Girls' School 2nd Coy  
Damai Secondary School 1st Coy  
Dunman High School 1st Coy  
Edgefield Secondary School 1st Coy  
Hougang Secondary School  
Jurong Secondary School 1st Coy  
Kuo Chuan Presbytrian Sec School 1st Coy  
Loyang View Secondary School 1st Coy  
Manjusri Secondary School 1st Co  
Methodist Girls' School (Secondary) 1st Coy  
Nan Hua High School 1st Coy  
Nanyang Girls' High School 1st Coy  
Nanyang Girls' High School 2nd Coy  
Naval Base Secondary School 1st Coy  
New Town Secondary School 1st Coy  
Ngee Ann Secondary School 1st Coy  
North Vista Secondary School 1st Coy  
Pasir Ris Crest Secondary School 1st Coy  
Peicai Secondary School 1st Coy  
Queensway Secondary School 1st Coy  
Raffles Girls' School 1st Coy  
Raffles Girls' School 2nd Coy  
River Valley High School 1st Coy  
Seng Kang Secondary School 1st Coy

Serangoon Secondary School 1st Coy  
Singapore Chinese Girls' School 1st Coy  
Singapore Chinese Girls' School 2nd Coy  
St. Anthony's Canossian Secondary School 1st Coy  
St. Margaret's School (Secondary) 1st Coy  
St. Margaret's School (Secondary) 2nd Coy  
Tampines Secondary School 1st Coy  
Tanjong Katong Girls' School 1st Coy  
Tanjong Katong Secondary School 1st Coy  
West Spring Secondary School 1st Coy  
Whitley Secondary School 1st Coy  
Yishun Secondary School 1st Coy  
Yishun Town Secondary School 1st Coy

SILVER

Assumption English School 1st Coy  
Clementi Town Secondary School 1st Coy  
Geylang Methodist School (Secondary)  
Jurongville Secondary School 1st Coy  
Northland Secondary School 1st Coy

BRONZE

Bowen Secondary School  
Queenstown Secondary School 1st Coy  
Spectra Secondary School 1st Coy



# GGG Information

Girl Guides Singapore (GGG) is governed by the National Council whereas the administration of Girl Guides Singapore is vested in the Executive Committee, which supervises and manages the affairs of Girl Guides Singapore. Members of the National Council and Executive Committee are volunteers and do not receive any remuneration for their contribution, except for reimbursement of out-of-pocket expenses.

Charity Registration Number	: 0158
Charity Registration Date	: 22 March 1985. GGS
Unique Entity Number (UEN)	: S67SS0005D
Current IPC Period	: From 01/09/2024 to 31/08/2027
Registered Address	: 9 Bishan Street 14, Singapore Girls Guides Association, 579785
Auditor	: © CLA Global TS Holdings Pte Ltd.
Bank	: DBS

# GGG Policies

## MANAGEMENT OF CONFLICT OF INTEREST:

- All National Council, Executive Committee and Staff members are required to declare any conflict of interest on an annual basis during their term of service.
- No Member shall be appointed to the National Council if he or she is an immediate family relative of an incumbent member of the National Council, unless his or her appointment is endorsed by the National Council by a resolution against which no vote is cast; Provided that no more than half of the members of the National Council shall be immediate family members.
- All National Council, Executive Committee and Staff members shall not participate in any discussion and shall not vote in respect of any contract, proposed contract or other matter in which he or she has a pecuniary interest, direct or indirect, and if he or she does so, his or her vote shall not be counted; nor shall he or she be counted in the quorum present at the meeting.
- All National Council and Executive Committee Members are serving on a voluntary basis and do not receive any remuneration.

## WHISTLE BLOWING POLICY:

GGG is committed to the wellbeing of all members, volunteers and staff. In line with this, we have set up a whistle blowing policy. Reporting channels can be found at our website at **Contact Us - Girl Guides Singapore**.

## RESERVE POLICY:

GGG builds reserves as necessary to support its mission and programmes. Girl Guides Singapore aims to maintain a reserve level of one to two years’ operating expenditure. The reserve policy will be reviewed by the National Council from time to time as required. More information about the status of GGS’ reserves can be found in this year’s Financial Statement.

## PRIVACY POLICY:

GGG respects the rights of the individuals to protect their personal data and has a data protection policy that governs how it collects, uses and/or discloses personal data. This privacy policy recognises both one’s right to protect their personal data and GGS’ need to collect, use and/or disclose it for purposes that GGS believes are reasonable and appropriate in the course of GGS’s work and not limited to organising, coordinating, promoting and providing training and programmes. For more information please refer to the **Privacy Policy** on GGS’ website.

# National Council

NAME	APPOINTMENT	OCCUPATION	YEAR APPOINTED TO COUNCIL   NO OF YEARS IN SERVICE	NUMBER OF MEETINGS ATTENDED
Dr Seetha Subbiah	President	Clinical Psychologist	01/05/2020   5th Year	4/4
Ms Ng Noi Hinoy (Mrs Doris Chua)	Vice-President	Board Director	20/08/2022   3rd Year	3/4
Ms Lim Suat Jien	Vice-President	Retiree	15/02/2022   3rd Year	4/4
Ms Gan Kwee Lian	Vice-President	Retiree	25/05/2024   1st Year	3/4
Mrs Koh-Teh Yi Wen*	Chief Commissioner	Education Officer	01/05/2019   6th Year	4/4
Ms Jocelyn Teo**	Deputy Chief Commissioner	Lawyer	01/05/2017   8th Year	4/4
Ms Marie Ong	Deputy Chief Commissioner	Assistant Director, Social Support Group	01/05/2023   2nd Year	3/4
Ms Keira Htay	International Commissioner	Education Officer	01/05/2023   2nd Year	4/4
Ms Katherine Chew	Honorary Secretary	Lawyer	01/05/2021   4th Year	3/4
Mr Hoe Ee Wern	Honorary Treasurer	Corporate Finance/ Investment Manager	01/05/2022   3rd Year	4/4
Ms Siti Nurbaya M Jumain***	Adviser	Education Officer	01/05/2015   10th Year	4/4
Ms Tan Pau Cheng****	Adviser	Education Officer	01/05/2022   3rd Year	4/4
Ms Aileen Tan Ai Lian	Adviser	Education Officer	01/05/2022   3rd Year	3/4
Ms Trina Chia	Trefoil Guild President	Social Service Agency Manager	03/10/2022   3rd Year	2/4
Mr John Lim	MOE Representative	Education Officer	20/04/2022   3rd Year	2/4

Previous appointments in Council:

- Mrs Koh-Teh Yi Wen\***
  - Deputy Chief Commissioner (2019 - 2020)
- Ms Jocelyn Teo\*\***
  - Honorary Secretary (2017 - 2020)
- Ms Siti Nurbaya\*\*\***
  - International Commissioner (2015 - 2019)
  - Deputy Chief Commissioner (2019 - 2022)
- Ms Tan Pau Cheng\*\*\*\***
  - International Commissioner (2019 - 2020)

# Executive Committee

APPOINTMENT	NAME	NUMBER OF MEETINGS ATTENDED
Chief Commissioner	Mrs Koh-Teh Yi Wen	4/4
Deputy Chief Commissioner & Young Adult Branch Commissioner	Ms Marie Ong	4/4
Deputy Chief Commissioner & Membership Commissioner	Ms Jocelyn Teo	3/4
International Commissioner	Ms Keira Htay	3/4
Honorary Secretary	Ms Katherine Chew	4/4
Brownie Branch Commissioner	Ms Samsia Sulaiman	4/4
Guide Branch Commissioner	Ms Ong Zeng Zi	4/4
Camp Commissioner	Ms Nur Siti Hawa Nor Hashim	4/4
Communications Commissioner	Ms Wyntrice Lim	3/4
General Administration Commissioner	Ms Hazel Chew	4/4
Training Commissioner	Dr Perema Ramasamy	3/4
Shop Commissioner	Ms Starrie Lee	3/4
Special Projects Commissioner	Vacant	Not Applicable
Community Guiding Commissioner	Ms Candice Soh	2/4
North Division Commissioner	Ms Jenny Shea	3/4
South Division Commissioner	Ms Ng Jing Fang	4/4
East Division Commissioner	Ms Titiek Farhana Ahmad Sari	2/4
West Division Commissioner	Ms Janice Sng	4/4
Trefoil Guild Secretary	Ms Yvonne Lim	4/4

Grants and Donations

In 2024, GGS (Girl Guides Singapore) was mostly funded through several grants and donations. We would like to extend our gratitude to the funders and donors who supported our cause to enable girls and young women to develop their fullest potential as responsible citizens of the world with their generous donations and grants.

FUNDERS	GRANT
Ministry of Education	Capitation Grant Training Grant Overseas Travel Grant Land Premium for Camp Christine and GGS Headquarters
President’s Challenge	President’s Challenge Fund
Temasek Foundation	Youths For Inclusion
DONORS	
GGG Corporate Cookie Connection Programme	Kim Seng Heng Engineering Private Limited <b>(10K)</b> Interlocal Exim Pte Ltd <b>(5K)</b> Alliance Asia Holdings <b>(10K)</b>



# Governance Evaluation Checklist (tier 2)

Please note that this checklist is based on the Code of Governance 2023 and is meant for self-assessment only.

Submission of GEC is done via the Charity Portal.

Intructions: Please select your reponse for each item. Input the explanation if the section is “No” or “Partial Compliance”.

S/N	CALL FOR ACTION	CODE ID	DID THE CHARITY PUT THIS PRINCIPLE INTO ACTION?	IF YOU HAVE INDICATED “NO” OR ‘PARTIAL COMPLIANCE”, PLEASE EXPLAIN.	SCORE
Principle 1: The charity serves its mission and achieves its objectives.					
1	Clearly state the charitable purposes (For example, vision and mission, objectives, use of resources, activities, and so on) and include the objectives in the charity’s governing instrument. Publish the stated charitable purposes on platforms (For example, Charity Portal, website, social media channels, and so on) that can be easily accessed by the public.	1.1	Yes	-	2
2	Develop and implement strategic plans to achieve the stated charitable purposes.	1.2	Yes	-	2
3	Have the Board review the charity’s strategic plans regularly to ensure that the charity is achieving its charitable purposes, and monitor, evaluate and report the outcome and impact of its activities.	1.3	Yes	-	2
4	Document the plan for building the capacity and capability of the charity and ensure that the Board monitors the progress of this plan.  “Capacity” refers to a charity’s infrastructure and operational resources while “capability” refers to its expertise, skills and knowledge.	1.4	Yes	-	2
Principle 2: The charity has an effective Board and Management.					
5	The Board and Management are collectively responsible for achieving the charity’s charitable purposes. The roles and responsibilities of the Board and Management should be clear and distinct.	2.1	Yes	-	2
6	The Board and Management should be inducted and undergo training, where necessary, and their performance reviewed regularly to ensure their effectiveness.	2.2	Yes	-	2
7	Document the terms of reference for the Board and each of its committees. The Board should have committees (or desig nated Board member(s)) to oversee the following areas*, where relevant to the charity: a. Audit b. Finance  * Other areas include Programmes and Services, Fund-raising, Appointment/ Nomination, Human Resource, and Investment.	2.3	Yes	-	2
8	Ensure the Board is diverse and of an appropriate size, and has a good mix of skills, knowledge, and experience. All Board members should exercise independent judgement and act in the best interest of the charity.	2.4	Yes	-	2
9	Develop proper processes for leadership renewal. This includes establishing a term limit for each Board member. All Board members must submit themselves for re-nomination and reappointment, at least once every three years.	2.5	Yes	-	2

10	Develop proper processes for leadership renewal. This includes establishing a term limit for the Treasurer (or equivalent position).  For Treasurer (or equivalent position) only:  a. The maximum term limit for the Treasurer (or equivalent position like a Finance Committee Chairman, or key person on the Board responsible for overseeing the finances of the charity) should be four consecutive years. If there is no Board member who oversee the finances, the Chairman will take on the role.  i. After meeting the maximum term limit for the Treasurer, a Board member’s reappointment to the position of Treasurer (or an equivalent position may be considered after at least a two-year break.  ii. Should the Treasurer leave the position for less than two years, and when he/she is being reappointed, the Treasurer’s years of service would continue from the time he/she stepped down as Treasurer.	2.6	Yes	-	2
11	Ensure the Board has suitable qualifications and experience, understands its duties clearly, and performs well.  a. No staff should chair the Board and staff should not comprise more than one-third of the Board.	2.7	Yes	-	2
12	Ensure the Management has suitable qualifications and experience, understands its duties clearly, and performs well.  a. Staff must provide the Board with complete and timely information and should not vote or participate in the Board’s decision-making.	2.8	Yes	-	2
13	The term limit for all Board members should be set at 10 consecutive years or less. Re-appointment to the Board can be considered after at least a two-year break.  For all Board members:  a. Should the Board member leave the Board for less than two years, and when he/she is being reappointed, the Board member’s years of service would continue from the time he/she left the Board.  b. Should the charity consider it necessary to retain a particular Board member (with or without office bearers’ positions) beyond the maximum term limit of 10 consecutive years, the extension should be deliberated and approved at the general meeting where the Board member is being re-appointed or re-elected to serve for the charity’s term of service. (For example, a charity with a two-year term of service would conduct its election once every two years at its general meeting).  c. The charity should disclose the reasons for retaining any Board member who has served on the Board for more than 10 consecutive years, as well as its succession plan, in its annual report.	2.9a 2.9b 2.9c	Yes	-	2
14	For Treasurer (or equivalent position) only:  d. A Board member holding the Treasurer position (or equivalent position like a Finance Committee Chairman or key person on the Board responsible for overseeing the finances of the charity) must step down from the Treasurer or equivalent position after a maximum of four consecutive years.  i. The Board member may continue to serve in other positions on the Board (except the Assistant Treasurer position or equivalent), not beyond the overall term limit of 10 consecutive years, unless the extension was deliberated and approved at the general meeting – refer to 2.9.b.	2.9d	Yes	-	2
Principle 3: The charity acts responsibly, fairly and with integrity.					
15	Conduct appropriate background checks on the members of the Board and Management to ensure they are suited to work at the charity.	3.1	Yes	-	2

16	Document the processes for the Board and Management to declare actual or potential conflicts of interest, and the measures to deal with these conflicts of interest when they arise.  a. A Board member with a conflict of interest in the matter(s) discussed should recuse himself/herself from the meeting and should not vote or take part in the decision-making during the meeting.	3.2	Yes	-	2
17	Ensure that no Board member is involved in setting his/her own remuneration directly or indirectly.	3.3	Yes	-	2
18	Ensure that no staff is involved in setting his/her own remuneration directly or indirectly.	3.3	Yes	-	2
19	Establish a Code of Conduct that reflects the charity's values and ethics and ensure that the Code of Conduct is applied appropriately.	3.4	Yes	-	2
20	Take into consideration the ESG factors when conducting the charity's activities.	3.5	Yes	-	2
<b>Principle 4: The charity is well-managed and plans for the future.</b>					
21	Implement and regularly review key policies and procedures to ensure that they continue to support the charity's objectives.  a. Ensure the Board approves the annual budget for the charity's plans and regularly reviews and monitors its income and expenditures (For example, financial assistance, matching grants, donations by board members to the charity, funding, staff costs and so on).	4.1a	Yes	-	2
22	Implement and regularly review key policies and procedures to ensure that they continue to support the charity's objectives.  b. Implement appropriate internal controls to manage and monitor the charity's funds and resources. This includes key processes such as:  i. Revenue and receipting policies and procedures; ii. Procurement and payment policies and procedures; and iii. System for the delegation of authority and limits of approval.	4.1b	Yes	-	2
23	Seek the Board's approval for any loans, donations, grants, or financial assistance provided by the charity which are not part of the core charitable programmes listed in its policy. (For example, loans to employees/subsidiaries, grants or financial assistance to business entities).	4.2	Yes	-	2
24	Regularly identify and review the key risks that the charity is exposed to and refer to the charity's processes to manage these risks.	4.3	Yes	-	2
25	Set internal policies for the charity on the following areas and regularly review them:  a. Anti-Money Laundering and Countering the Financing of Terrorism (AML/CFT); b. Board strategies, functions, and responsibilities; c. Employment practices; d. Volunteer management; e. Finances; f. Information Technology (IT) including data privacy management and cyber-security; g. Investment (obtain advice from qualified professional advisors if this is deemed necessary by the Board); h. Service or quality standards; and i. Other key areas such as fund-raising and data protection.	4.4	Yes	-	2
26	The charity's audit committee or equivalent should be confident that the charity's operational policies and procedures (including IT processes) are effective in managing the key risks of the charity.	4.5	Yes	-	2
27	The charity should also measure the impact of its activities, review external risk factors and their likelihood of occurrence, and respond to key risks for the sustainability of the charity.	4.6	Yes	-	2

<b>Principle 5: The charity is accountable and transparent.</b>					
28	Disclose or submit the necessary documents (such as Annual Report, Financial Statements, GEC, and so on) in accordance with the requirements of the Charities Act, its Regulations, and other frameworks (For example, Charity Transparency Framework and so on).	5.1	Yes	-	2
29	Generally, Board members should not receive remuneration for their services to the Board. Where the charity's governing instrument expressly permits remuneration or benefits to the Board members for their services, the charity should provide reasons for allowing remuneration or benefits and disclose in its annual report the exact remuneration and benefits received by each Board member.	5.2	Yes	-	2
30	The charity should disclose the following in its annual report:  a. Number of Board meetings in the year; and b. Each Board member's attendance.	5.3	Yes	-	2
31	The charity should disclose in its annual report the total annual remuneration (including any remuneration received in the charity's subsidiaries) for each of its three highest-paid staff, who each receives remuneration exceeding \$100,000, in incremental bands of \$100,000. Should any of the three highest-paid staff serve on the Board of the charity, this should also be disclosed. If none of its staff receives more than \$100,000 in annual remuneration each, the charity should disclose this fact.	5.4	Yes	-	2
32	The charity should disclose in its annual report the number of paid staff who are close members of the family of the Executive Head or Board members, and whose remuneration exceeds \$50,000 during the year. The annual remuneration of such staff should be listed in incremental bands of \$100,000. If none of its staff is a close member of the family of the Executive Head or Board members and receives more than \$50,000 in annual remuneration, the charity should disclose this fact.	5.5	Yes	-	2
33	Implement clear reporting structures so that the Board, Management, and staff can access all relevant information, advice, and resources to conduct their roles effectively.  a. Record relevant discussions, dissenting views and decisions in the minutes of general and Board meetings. Circulate the minutes of these meetings to the Board as soon as practicable.	5.6a	Yes	-	2
34	Implement clear reporting structures so that the Board, Management, and staff can access all relevant information, advice, and resources to conduct their roles effectively.  a. The Board meetings should have an appropriate quorum of at least half of the Board, if a quorum is not stated in the charity's governing instrument.	5.6b	Yes	-	2
35	Implement a whistle-blowing policy for any person to raise concerns about possible wrongdoings within the charity and ensure such concerns are independently investigated and follow-up action taken as appropriate.	5.7	Yes	-	2
<b>Principle 6: The charity communicates actively to instil public confidence.</b>					
36	Develop and implement strategies for regular communication with the charity's stakeholders and the public (For example, focus on the charity's branding and overall message, raise awareness of its cause to maintain or increase public support, show appreciation to supporters, and so on).	6.1	Yes	-	2
37	Listen to the views of the charity's stakeholders and the public and respond constructively.	6.2	Yes	-	2
38	Implement a media communication policy to help the Board and Management build positive relationships with the media and the public.	6.3	Yes	-	2

**TOTAL SCORE** 76

**PERCENTAGE** 100%  
(total score/full marks of 76) x 100%





# *Your Support Matters*

GGG is a registered charity and the largest voluntary organisation for girls and women in Singapore. Since its founding in 1917, GGS has relied on the generous support of volunteers and donors to develop impactful programmes for empowering our beneficiaries to make a difference as Givers, Innovators, Risk-takers and Leaders (G.I.R.L.s).

We welcome your continued support in the following ways:

## **AS A VOLUNTEER**

Please email [queries@girlguides.org.sg](mailto:queries@girlguides.org.sg)

## **AS A DONOR**

As an Institution of a Public Character, donations to GGS of SGD50 and above are eligible for 2.5 times tax-deduction. Donations are automatically reflected in tax-assessments by providing your Tax Reference (NRIC/UEN).

### **Electronic Payment Online via Giving.sg:**

<https://www.giving.sg/girl-guides-singapore>

Giving.sg is a safe and secure integrated giving platform which is hosted and maintained by National Volunteer and Philanthropy Centre (NVPC). All donations made via this platform come directly to GGS.

## **TO FOLLOW GGS DEVELOPMENTS**

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