



**Annual Report
January to December 2009**

Contents

	Page
President's Message	2
Vision, Mission & Values	7
About AWARE	8
Executive Committee	9
Sub-Committees	10
Highlights	
• The Year In Brief	14
• Special Report on the AWARE Saga	
• Special Report on Constitutional Changes	16
Programmes and Projects	
• Research and Advocacy	26
• Support Services	29
• AWARE Training Institute	32
Donations & Fundraising	35
Financials	38
Secretariat Report	39
• Visitors 2008-2009	46
• Invitations/Talks/Forums/Events	47
• Print Media Coverage	52
Programmes/Sub Committee Reports	
• Support Services	60
• AWARE Training Institute	66
• CEDAW	69
• Work-Life Harmony	70
• Singles	71
• Fund Raising	72
• Human Resources	73
• Finance	74
• Website	75
• IT Subcommittee	76
• State of the Nation Women's Report	78
• Publications in Memory of Raj Verma	79
Statutory Information	80
Audited Accounts (Separate Document)	

PRESIDENT'S MESSAGE

AWARE attracts good people, many have said. In the past months we have seen more than a fair share of good people stepping up to be counted.



This Exco is deeply indebted to the many new members and volunteers, along with the loyal veterans, whose professional skills and talents have helped to advance our goals in the last year. Their trust and enthusiasm are deeply appreciated in what was an exceptionally challenging time for the organisation.

The attempted takeover aside, the year saw a general show of confidence and good faith in AWARE and its activities. The Helpline, Legal Clinic, Counselling and Befriender services saw increases in activity of more than 30%, and more than 80% of clients surveyed indicated above-average satisfaction with our Support Services.

We are indebted to Support Services Manager, Kerry Wilcock, and executives Grace Phua, Arati Mali and our team of counsellors and volunteer lawyers for coping with the increase in clients.

We also thank and commend the then Secretariat staff - Schutz Lee, Mardiana Abunaim, Patricia Tay, Joanna D'Cruz, Rina Marie and Priyanka Aswanti - for their loyalty and resilience during the difficult period in April-May 2009.

Special thanks are due to the Counselling and Care Centre, in particular senior counsellor Ruth Chua and the late Anthony Yeo, for volunteering their care and support to AWARE staff during the crisis. Their kindness and solidarity were inspirational.

We Are AWARE and the day that made us all proud to be women in Singapore

This Exco would not be here without the tremendous show of support on 2 May 2009. We thank everyone for their vote. Special thanks go to the many whose efforts were critical to our reclaiming of AWARE. You helped to affirm civil society in Singapore and ensure that AWARE remains a secular organisation.

GOALS for 2009/2010

This Exco has served for 15 months, from 2 May 2009. It was necessary to extend the term of office to make up for time lost to the take over and EGM.

Our priorities in 2009 were to get operations back on an even keel, and clarify and reaffirm the principles and objectives of AWARE. A key aim was to

put in place processes and procedures to prevent or at least reduce the risk of a similar incident happening again. These included:

- Implementing the Constitutional changes and new Bye-Laws
- Professionalising AWARE with the appointment of an Executive Director
- Review of operational structures and processes for compliance and needs identification

Other key goals were:

- Fund raising
- Better use of new media and technology
- A review of the Comprehensive Sexuality Education (CSE) programme.

1) Internal Reviews

The period May to August spent reviewing the organisational needs, structures and processes of AWARE. Teambuilding consultant and coach Cathy Johnson conducted one-on-one interviews with staff and key volunteers and members. Finance director Winnie Cheung led a review of AWARE's financial systems. Former Exco member Lillian Wong undertook a review of the previous five years of Exco Minutes/Financial Reports to ascertain compliance.

The consultants made their reports and recommendations to Exco in September 2009. Both identified a high level of drive and passion among AWARE staff and volunteers as the organisation's strength. They recommended that the appointment of an Executive Director and the professionalization of AWARE's operations as a priority for the organisation's stability and continuity. Lillian's review confirmed we are in compliance.

Hafizah Osman, Robin Rheaume, Chia Yan, Callan Tham and Kerry Reutens reviewed the integrity and functionality of our network arrangements, server functions and databases. Over the course of the year, enhancements were made in all these IT areas.

2) Search for an ED

The position was advertised from 12 to 30 October 2009. A member of the Exco, Asst Hon Secretary Corinna Lim, was among four candidates shortlisted. She was interviewed by a selection panel comprising founding member, Lai Ah Eng, consultant Cathy Johnson and myself. Corinna assumed the post of ED on 1 March 2010, after resigning from the Exco.

This Exco was unanimous in welcoming and supporting Corinna Lim as AWARE ED. She served AWARE as a volunteer for some 18 years, contributing in many areas. Her dedication and drive first as a member of Exco and then as ED over the last 15 months have been instrumental in the success of several key projects.

It should be noted that the ED position was created in 2008 by the 23rd Exco led by Constance Singam. Funding for the post was provided by Chen Su Lan Trust. However no suitable candidate was found in 2008.

3) Fund-Raising

AWARE needs to raise at least \$500,000 a year. Good governance requires us to build a reserve of at least two years' operational costs.

In 2009, we raised a total of \$411,981. We owe much of this to the Kwan Im Thong Hood Cho Temple for their support of our Support Services; the Chen Su Lan Trust for supporting the AWARE Training Institute, and to NCSS for their grants towards our Support Services.

We held three fundraising projects during the year. This Exco would like to record our appreciation to our regular donors and, in particular, to the following:

- Glenn Goei for the generous offer of the Singapore premiere of his movie, the Blue Mansion, as a fund-raiser, and to Suzanna Adahar and Winnie Cheung for driving the effort in October 2009. The project raised over \$41,000, a sum far exceeding previous premieres.
- Former Centre Manager Selina Gan and Programme Executive Rina Marie for driving the Flag Day in August 2009. We also thank the many volunteers who helped that day.

Work on an all-women's concert began in 2009 with Pam Oei agreeing to produce and direct the effort. We thank Pam and all involved for the tremendous show of confidence and faith in AWARE.

4) Research & Advocacy

We have continued to study and to offer our views on national policies affecting women and to speak up on unfair practices such as discrimination against single and pregnant women and sexual harassment in the workplace.

- **CEDAW**

This Exco is indebted to former President Braema Mathi for keeping watch over issues and for steering the CEDAW subcommittee in research, and writing the CEDW Shadow Report.

- **Report on Foreign Wives in Singapore**

In October 2009 AWARE took part in a dialogue with the Prime Minister. A report and recommendations on the plight of foreign women married to Singaporeans and the repercussions on Singapore was submitted to the Prime Minister and Mrs Lim Hwee Hua, Minister in the Prime Minister's Office, after the dialogue. The Exco thanks Poonam Mirchandani, Halijah Mohamad and Braema Mathi for preparing the report.

- **Appeal to stay the sentence of caning on Kartika Sari Dewi Shukarno**

AWARE supported an appeal by women's groups to the UN to stay the sentence of caning on Kartika Sari Dewi Shukarno (a Singapore Permanent Resident) in Malaysia.

- **South East Asian Progressive Muslim Movement (APMM)**

The APMM was formed at a regional meeting in Jakarta in October 2009 to discuss the impact of certain interpretations of Sharia laws on women's rights in ASEAN. AWARE endorsed the set of recommendations presented to the ASEAN secretariat in Jakarta and to ASEAN Ministers.

The Exco is conscious of the threat to women by fundamentalist interpretations of religions, and keeps vigilant on discussions and developments in this area.

5) The Comprehensive Sexuality Education programme

This very useful programme unfortunately became the eye of an unnecessary storm in April-May 2009. Apologies are due to the team of developers, trainers and other volunteers whose privacy was invaded by the placement of their personal data and performance records on file-sharing sites on the internet during the AWARE Saga. A police report about this was made in June 2009.

Our position remains that the CSE has been badly maligned and misrepresented to the public by a group of prejudiced individuals who did not know our CSE Programme well.

We decided against offering the CSE for consideration by the MOE when it re-opened applications by external vendors to run sexuality education programmes in schools. We have, however, continued to conduct the programme on request. We regret that the CSE is no longer available to Singapore students whose risk factor has remained high according to reports and statistics. We thank the Review Team for their work and report.

6) New Workplace Sexual Harassment Programme

We are thankful for all the good work that has been done by the developers of this programme, Veronica Wong, Tashia Peterson and Caris Lim to address an issue which AWARE had in its earlier survey identified as being prevalent in Singapore. This will become one of the anchor programmes for the AWARE Training Institute and fills a specific need in the market.

7) AWARE Website and Members Data

The AWARE website is something that we can be proud of. The website was revamped after the AWARE Saga and has, under the capable editorship of Margaret Thomas, become a highly appreciated source of

news and views on issues relevant to women in Singapore and an effective tool for us to keep in touch with our members and volunteers.

The members' database and the AWARE website Automated reminders of membership expiries and extensive reports on membership data have been added in to allow easy monitoring of membership trends.

Special thanks to Robin Rheume and Margaret Thomas for their leadership in enabling AWARE to maximise on IT and the Internet.

Conclusion

Crisis is defining, and there has never been a better time to serve AWARE. I would like to thank fellow members of the Exco for stepping up to the plate and for their energies and support in what has been a most challenging term. I am personally indebted to Lim Seow Yui, Margaret Thomas, Chew Ijin, Tan Joo Hymn, Nicole Tan, Yap Ching Wi, Hafizah Osman and Joanna D'Cruz for their contribution and forbearance. Thanks are also due to Martha Lee and Nancy Griffiths for their efforts while they were on the Exco.

I have also called upon many outside of Exco for their expertise and counsel. My heartfelt thanks to Lillian Wong, Siew Kum Hong, Lai Ah Eng, Audrey Chin, Phyllis Chew, Mandakini Aurora, Jasmine Ng, Little Ong, Ivan Heng, Pam Oei, Irene Ang, Cathy Johnson, Winnie Cheung and Susanna Adahar.

I am indebted to Lena Lim, Zaibun Siraj, Kanwaljit Soin, Vivienne Wee, Constance Singam and Braema Mathi for their trust and support. And last but not least, to each and every member, volunteer, staff and intern – you have all played your part in ensuring that AWARE continues to be a leading light of civil society in Singapore.

Dana Lam
President

In Memoriam: Anthony Yeo

AWARE lost a good friend and comrade in Anthony Yeo who passed away on 20 June 2009. A passionate advocate for a fairer and kinder society for all, Anthony was outspoken in his support for women's rights and for AWARE. His last letter to be published in the media was written in support of AWARE.

In the frenzy of our first days in office when the CSE was under attack, Anthony took special trouble to seek me out with a message: 'Don't win the battle and lose the war. Don't change the CSE. There is nothing wrong with it. It is AWARE's programme, people who don't like it don't have to take it.'

We mourn the passing of Anthony.

VISION, MISSION AND VALUES

Our Vision

A society where there is true gender equality – where women and men are valued as individuals free to make informed and responsible choices about their lives.

Our Mission

To remove all gender-based barriers so as to allow individuals in Singapore to develop their potential to the fullest and realise their personal visions and hopes.

We do this in three ways:

- Research and Advocacy
- Education and Training
- Support Services

Our Values

AWARE believes that the well-being of women requires a woman to have full control over her body and her fertility.

AWARE also embraces diversity of race, age, culture and sexuality; promotes tolerance and acceptance of diversity; and respects the individual and the choices she makes in life and support her when needed.

These are values and norms which would improve the quality of life of women, men and their families and achieve the betterment of Singapore society as a whole.

About AWARE

AWARE is Singapore's leading gender equality advocacy group.

AWARE believes in the rights of women and men to make informed and responsible choices about their lives and to have equal opportunities in education, marriage and employment, and in the right of women to control their own bodies, particularly with regard to sexual and reproductive rights.

AWARE is dedicated to removing gender-based barriers.

These barriers apply to both women and men, but because of the way human society has evolved, it is women who are more likely to come up against these barriers. These barriers, whether structural, attitudinal, or self-imposed, prevent individuals in Singapore from developing their potential to the fullest and realising their personal visions and hopes.

AWARE works to identify and eliminate these barriers through research and advocacy, support services and education and training.

Since its formation in 1985, AWARE has carried out research into numerous issues affecting women, including workplace sexual harassment, poverty of older women and Singapore's compliance with UN anti-gender discrimination standards.

AWARE provides a feminist perspective in the national dialogue. It has effectively advocated against laws, public policies and mindsets that discriminate against women. AWARE has contributed towards the strengthening of laws dealing with domestic violence.

The AWARE Training Institute (ATI) develops and provides training to empower women to achieve independence. ATI also provides educational programmes to organisations and the public on issues that affect women.

AWARE's Support Services provides crisis counselling, assistance in dealing with the authorities, and legal advice to women in need.

AWARE is a not-for-profit organisation. We are funded by donations, grants, and member subscriptions. We are a registered charity with Institute of Public Character status, so all donations to AWARE are tax-deductible.

Executive Committee 2009 – 2010

The Executive Committee elected at the Extraordinary General Meeting of AWARE on 2 May 2009 and which was in place as at 31 December 2010 consisted of:

President
Dana Lam



Vice President
Chew I-Jin



Honorary Secretary

Yap Ching Wi



Assistant Honorary Secretary
Nicole Tan



Treasurer
Tan Joo Hymn



Assistant Honorary Treasurer
Lim Seow Yuin



Members

Joanna D'Cruz



Margaret Thomas



Hafizah Osman



Nancy Griffiths resigned from the Executive Committee on 3 September and Martha Lee on 10 December. Corinna Lim resigned as Assistant Honorary Secretary at the end of February 2010 in conjunction with her being appointed Executive Director; Nicole Tan was appointed Assistant Honorary Secretary in her stead.

Sub Committees 2009-2010

	Jan - March		May - December			
2009	Chair	Members	Chair	Members	Staff	Description
Standing Sub Committees						
Fund Raising			Dana Lam	Top Girls: Leslie Ho (chair), Nancy Griffiths, Kerry Wilcock, Jacqueline Chan, Regine Lim, Kathy Birbeck, Tan Joo Hymn Flag Day: Rina Marie and Selina Gan (staff) Blue Mansion Film Premiere: Suzanna Adahar (chair), Winnie Cheung, Lillian Wong, Alexandria Chan, Lim Seow Yuin Gila Gala: Christine Sng-Mechtler (Chair), Geraldine Low (adviser), Casey Chen, Ivy Teo, Charles Duff, Kay, Maya, Eugenia, Daniel Hoo	Rina Marie	Develops fund raising strategies, manages fund raising programmes
Finance Sub Com			Lim Seow Yuin	Lillian Wong, Winnie Cheung, Tan Joo Hymn	Lin Phua	Advices Exco on financial matters.
Human Resource	Lillian Wong	Schutz Lee, Winnifred Loh, Lena Lim	Lillian Wong	Nancy Griffith (until 3 September 2009); thereafter, Dana Lam and Margaret Thomas	Schutz Lee /Selina Gan	Provides HR support to AWARE
Audit Committee			Nicole Tan	Lim Seow Yuin, Lillian Wong	Selina Gan/Schutz Lee	Facilitates audit of the organisation

	Jan - March		May - December			
Project Sub Committees	Chair	Members	Chair	Members	Staff	Description
CEDAW	Braema Mathi		Braema Mathi	Halijah Mohammed, Azmeen Moiz, Sarah Chalmers, Tashia Peterson, Raqvind Kaur, Soh Kwan Mei, Clementine Yap, Lee Sze Yong, Veronica Yeo, Chen Siya, Mathia Lee, Poonam Moorchandi	Priyanka Awasthi	Produces shadow report, conducts CEDAW workshops
Singles	Chew I-Jin		Chew I-Jin	Connie Singam, Lillian Wong, Teng Siao See, Roslinah Rajab, Raqvind Kaur, Yvonne Edwin, Yu-Mei Balasingamchow, Zeng Meiling, Lenny Limanto, Ha Pham Doan Trang, Sampson Yee, Tan Peh Li, Regine Lim	Priyanka Awasthi	Undertake research on policies affecting singles in Singapore
Work Life Balance	Lelia Lim / Tan Joo Hymn		Lelia Lim	Schutz Lee, Chia Pei En, Ananthi Pawade, Priyanka Awasthi, Robin Lim, Ameera Yani bte Diauddin, Chelsea Lu, Peh Swee Ting, Cassandra Soh Xiang Ning, Nur Syazwani Bte Supardi, Linda Tan, and Afiqah bte Yusoff.	Priyanka Awasthi	Survey on work life balance
Post May 2 Legal Sub Committee			Nicole Tan	Corinna Lim, Poonam Mirchandani, Siew Kum Hong, Mark Goh, Peter Low, Halijah Mohamad		Advised on legal issues relating to AWARE Saga.

Project Sub Committees	Jan - March		May - December		Staff	Description
	Chair	Members	Chair	Members		
Post May 2 IT Sub Committee			Robin Rheume	Callan Tham, Kerry Reutens, Hafizah Osman, Yan Chia	Priyanka Awasthi	Review of IT and Members Database post May 2
Website			Margaret Thomas	Robin Rheume, Hafizah Osman, Elaine Tay	Priyanka Awasthi	One time revamp of website
Public Education (renamed AWARE Training Institute)	Roopa Dewan	Joanna D'Cruz, Caris Lim, Joey Gan;	Corinna Lim	General: Robin Rheume, Schutz Lee, Joanna D'Cruz; FIT with ipac: Schutz Lee, Robin Rheume; Workplace Sexual Harassment: Veronica Wong, Caris Lim, Tashia Peterson; Women in Conversations: Robin Rheume, Sabina-leah Fernandez	Mardiana Abuniam / Wong Mei Ling	Talks to corporates, schools, members
Membership and Volunteer Management			Yap Ching Wi/Tan Joo Hymn		Rina Marie	Members orientation and volunteer development
CSE Review			Chew I Jin	Margaret Thomas, Dana Lam, Hafizah Osman, Nicole Tan		Review of CSE
State of the Nation Women's Report			Dana Lam	Yap Ching Wi		Update on AWARE's first report on the status of Singapore Women
Publications In Memory of Raj Verma			Dana Lam	Margaret Thomas		Produce educational pamphlets to empower women in "Memory of Raj Verma"

Staffing

The staff as at 31st December 2009 consisted of the following persons:

Secretariat

Rina Marie Sarvananda	Programme Executive
Lin Phua	Accounts Executive
Priyanka Awasthi	Programme Executive

Support Services

Kerry Wilcock	Manager of Direct Services
Grace Phua	Direct Services Executive
Arati Mali	Direct Services Executive

Public Education

Wong Mei Ling	Manager of AWARE Training Institute
---------------	-------------------------------------

Cleaning

Rokiah Binte Yunos	Part	Time	Housekeeping	Assistant
--------------------	------	------	--------------	-----------

The Year in Brief

The year 2009 was an extraordinary one for the organization. In what was to become known as the "AWARE Saga", a faith-based group of women ("**Interim Exco**") joined AWARE, stood for election at the Annual General Meeting on 28 March 2009 ("**2009 AGM**") and gained control of the Executive Committee. (See [Special Report on AWARE Saga](#) for the details.)

Stalwarts of AWARE then requisitioned for an Extraordinary General Meeting ("**EGM**") to consider a motion of no confidence in the Interim Exco. The EGM was held on 2 May 2009 and the motion was passed by a clear majority of the membership. The Interim Exco decided to resign and the EGM voted in the current Executive Committee ("**Exco**").

The extensive coverage of the AWARE Saga in the traditional and new media created much public interest and membership of AWARE soared, in barely a month, from around 300 to more than 3,000.

During the five weeks of the Saga, AWARE's normal activities came to a virtual standstill, except for Support Services and AWARE Training Institute. After the EGM, the current Exco had not only to restart these activities but also clean up after the turmoil of the Saga.

The key targets of the Exco were:

- A. Putting in place **processes** that would reduce the chances of surprise takeovers of the organization
- B. **Professionalisation** of AWARE's operations
- C. **Fund-raising**
- D. Better use of **new media and technology**
- E. Expansion of **Support Services**
- F. Expansion of **Aware Training Institute** (ATI).

By the end of 2009, considerable progress had been made in all these areas. Specifically:

A. Processes

- i. Changes to the Constitution that had been passed at the 2008 AGM were approved by the authorities. (See special report on [Constitutional Changes](#))
- ii. A declaration of values was drawn up and members required to affirm their support for AWARE's vision and these values.

B. Professionalisation

- i. A search for an Executive Director was launched.
- ii. The organisation structure of the AWARE Secretariat was reviewed.

C. Fund-raising

- i. Three fund-raising events were held - Top Girls play, The Blue Mansion movie premiere, AWARE Flag Day
- ii. Planning began for a major fund-raising activity – an AWARE Concert - in 2010.

D. New media and technology

- i. The AWARE website was revamped to make it:
 - a better channel of communication between the organisation and its members, and with the public in general
 - a platform for members to share news and views about relevant issues.
- ii. A members and volunteers database was developed to:
 - enable easy registration of new members
 - issue membership renewal notices automatically
 - capture detailed information about volunteers' interests and availability
 - enable online payment and registration for AWARE events
- iii. A computerised system was developed to record Helpline calls and to manage the rostering of Helpliners

E. Support Services

- i. Plans were drawn up to increase the frequency of the Legal Clinic from once a month to fortnightly
- ii. The Befrienders scheme was reviewed with a view to increasing the volunteer pool and marketing the service.

F. Aware Training Institute

- i. The Workplace Sexual Harassment programme was developed
- ii. The Financial Intelligence Training programme was revived with ipac.

Special Report: The AWARE Saga

Surprising developments at the 24th AGM

The 24th AGM on 28 March 2009 saw a record turnout of 102 members, a majority of whom had joined just days or weeks before the AGM. The election of the Executive Committee saw surprise nominations of new members.

Eight of the 12 positions went to women who had joined within four months of the AGM. These eight are indicated with asterisks in the list below. A ninth new face, Jenica Chua, joined AWARE in 2007 but had not been active.

President – Claire Nazar
Vice President – Charlotte Wong Hock Soon*
Honorary Secretary – Jenica Chua Chor Ping
Assistant Honorary Secretary – Sally Ang Koon Hian*
Honorary Treasurer – Maureen Ong Lee Keang*
Assistant Honorary Treasurer – Chew I-Jin
Committee members – Caris Lim Chai Leng, Catherine Tan Ling Ghim*, Josie Lau Meng Lee*, Lois Ng*, Irene Yee Khor Quin*, Peggy Leong Pek Kay*.

As the new Exco (**Interim Exco**) got to work, it became apparent that eight of the new faces - Charlotte Wong, Jenica Chua, Sally Ang, Maureen Ong, Josie Lau, Lois Ng, Peggy Leong and Irene Yee - were aligned and resistant to the viewpoints of the older Exco members.

Less than two weeks after the AGM, Claire Nazar resigned as AWARE president. Speaking to the media shortly after that, she described the new Exco members as having 'stormtrooper tactics' and not taking kindly to inputs from former president Constance Singam and other veterans.

Following Claire Nazar's resignation, Josie Lau became president of AWARE.

Members requisition for EGM to hear motion of no confidence in Interim Exco

AWARE stalwarts were disturbed by the development at the AGM and the subsequent behaviour of the Interim Exco. Their concerns were further fuelled when media reports indicated that at least six of the Interim Exco belonged to the highly conservative and evangelical Church of Our Saviour.

Senior members of AWARE (Old Guard) initiated a requisition for an Extraordinary General Meeting ("**The EGM**") to consider a vote of no confidence on the grounds that the Interim Exco:

- a) did not act and was not acting in the best interest of AWARE;
- b) did not appreciate or share the values of AWARE;

- c) did not have the requisite experience to carry out AWARE's work or was otherwise inadequate to further AWARE's objectives.

The requisition was signed by 160 members and submitted to the Interim Exco on 14th April 2009.

On the evening of 23 April, the Interim Exco called for a media conference at the same time that an Exco meeting was scheduled. Four of the New Members were present at the media conference which was held at the Raffles Town Club. Also present was senior lawyer, Dr Thio Su Mien.

Dr Thio, describing herself as a "feminist mentor", said she had urged women to join AWARE to help pull it back from what she saw as the wrong direction it had taken, that is, the promotion of homosexuality and lesbianism. She said she was worried that AWARE's Comprehensive Sexuality Programme would encourage children to experiment with homosexuality.

Meanwhile, at the AWARE Centre, vice president Charlotte Wong handed Centre Manager Schutz Lee a letter of dismissal as workers turned up to change the locks and install security cameras.

AWARE stalwarts refute accusations

AWARE stalwarts called a media conference on 24 April to address the allegations made by the Interim Exco and Dr Thio Su Mien. AWARE had not deviated from its objectives, they said, and the Comprehensive Sexuality Education programme was developed to provide teenagers with facts so they could make informed choices about sex, and not to promote homosexuality.

They emphasised that the real issue at stake in the 'AWARE Saga' was not whether the organization had pursued the wrong objectives but the preservation of Singapore's secular society and the space for a diversity of views.

Meanwhile, both the Interim Exco and the Old Guard sought to garner support. The Old Guard set up a website - www.we-are-aware.sg - to disseminate information about AWARE and the motion of no confidence. The EGM was set for 2 May 2009. By the time of the EGM, AWARE's membership had grown to 3,203.

More than 2,500 members turn up for EGM

The EGM was held at the Suntec Convention Centre on 2nd May 2009. More than 2,500 members turned up and what was scheduled as a three and a half hour meeting went on for nearly eight hours.

Many members spoke in support of the motion of no confidence, queuing patiently for their turn on the floor. The issues they raised included:

- a) the values of AWARE being inclusiveness, tolerance, gender equality, fairness and justice and how the Interim Exco did not appear to represent these values;
- b) the motives and non-transparent actions of the Interim Exco;
- c) the CSE Programme and importance of being open with teenagers about sex and sexuality;
- d) the Interim's Exco expenditure of more than \$90,000 to organize the EGM
- e) the importance of preserving Singapore's secular society.

The EGM Outcome

Members voted on the motion that the Interim Exco had lost the mandate/confidence of the members of the Society. The motion was passed with a clear majority.

The votes cast for the three parts of the motion:

- a) that the Exco had not acted or was acting in the best interest of the society
Votes IN FAVOUR = 1414 Votes AGAINST = 761
- b) that the Exco did not appreciate or share the values of the society
Votes IN FAVOUR = 1412 Votes AGAINST = 762
- c) that the Exco did not have the requisite experience of carrying out the society's work **or** was otherwise inadequate to further the society's objectives
Votes IN FAVOUR = 1419 Votes AGAINST = 755

The Interim Exco decided to resign, and the general meeting elected a replacement Executive Committee (**New Exco**):

President – Dana Lam
 Vice President – Chew I-Jin
 Honorary Secretary – Ching Wi
 Assistant Honorary Secretary – Corinna Lim
 Honorary Treasurer – Tan Joo Hymn
 Assistant Honorary Treasurer – Lim Seow Yuin
 Committee members – Margaret Thomas, Hafizah Osman, Joanna D'Cruz, Nancy Griffiths, Martha Lee, Nicole Tan.

Post EGM Developments

A. Letter-writing campaign prompts Education Ministry to suspend CSE programme

The AWARE Saga did not end with the EGM. Public debate continued about the merits and demerits of sexuality education for students. The

conservatives who had objected to AWARE's approach initiated a letter-writing campaign and encouraged parents to urge the Education Ministry to act against AWARE.

On 6 May 2009, the Education Ministry (MOE) suspended all sexuality education programmes provided by external parties and said it would issue new guidelines for these programmes. It said the trainer's guide for AWARE's CSE programme contained some statements that could be seen as promoting homosexuality and approving of pre-marital sex.

On 21 May 2009, MOE announced that all sexuality education programmes would have to be approved by MOE. MOE said it will not be able to use AWARE to run sexuality education programmes in schools until it had gained the public's trust for its programmes.

The New Exco appointed a Review Team to look into the CSE. The review team found no basis for the allegations that the programme, as it was designed and carried out, promoted homosexuality and/or anal sex. The Team acknowledged that certain explanations could have been better phrased and the instructors guide could have been more carefully edited.

The focus of the CSE programme, however, was on providing teenagers with facts about sex and sexuality and equipping them with the understanding and skills to better handle relationships. It met an urgent need in our society. The effort put into developing the programme should not be wasted, the Team said, and efforts should be made to try to offer it to those looking for such a programme. The Report of the Review Team is available for viewing at the AWARE Centre.

B. The 90K Question

One issue raised during the EGM was the cost of organizing the EGM, estimated at around \$90,000. The Interim Exco was criticized for not having tried to minimize costs.

It was pointed out that Article 18 of the AWARE Constitution states that the Executive Committee has power to authorize the expenditure of no more than \$20,000 per month. Did the expenditure of \$90,000 constitute a breach of Article 18 and /or a breach of fiduciary duty, it was asked.

There were calls for legal action to be taken to recover the money from the members of the Interim Exco.

After the EGM the New Exco looked into the matter. The final cost of the EGM was \$99,291.28. This was almost covered by the \$98,765.70 in membership fees paid by those who joined AWARE or who renewed their membership between 29 March 2009 and 2 May 2009.

After due consideration and taking into account the advice from the Post May 2 Legal Sub Committee, the New Exco decided against taking any action to recover the money from the Interim Exco for these reasons:

- While some of the EGM costs could have been avoided or reduced had the Interim Exco been more experienced in NGO management, there was not much choice with others such as the cost of the venue which had to be large enough to accommodate the 3,000 or so AWARE members.
- Legal action would incur further costs with no guarantee of success
- It would distract the Exco from the task of getting AWARE's operations back on track and shaping new plans and programmes
- The \$20,000 monthly expenditure cap had, for justifiable reasons, been exceeded in the past by other Excess and was, in fact, an outdated provision which had been deleted in the Constitutional amendments approved by the AGM in 2008.

The New Exco instead wrote to the various companies that provided services at the EGM, explained the financial situation and asked them to consider making a donation to AWARE. Rajah & Tann donated \$5,000, Deloitte & Touche \$3,000, and Boardroom donated \$3,000 and agreed to waive their additional costs incurred as a result of the extended hours of the EGM. Suntec and Ape Communications declined to give any discounts.

Lessons learnt and steps taken

Putting the lessons learnt into action, changes have been implemented to strengthen the organization institutionally and to ensure that AWARE's existence is never threatened in a similar way in the future. These include:

- The professionalization of its operations in all aspects, starting with the appointment of an Executive Director;
- The revision of the Constitution;
- The implementation of a much more rigorous election process.

The Exco is thankful to Winnie Cheung and Cathy Johnson for the consultancy they each provided to analyze the strengths, weaknesses, opportunities and challenges of the organization, with the goal of providing recommendations for increasing the capacity of the organization to do its work and to ensure sound financial management.

Chronology of Events

A chronology of events of the AWARE Saga is set down below for reference:

Jan – March 2009: A sudden and unprecedented spike in AWARE membership.

Sat March 28: An unusually large turnout during the AWARE AGM (about 3 times bigger than normal, almost 80% are new members).

Wed April 8: Claire Nazar resigns as president, stating differences in decision to remove key sub-committee members and her disapproval of their "storm trooper" tactics

Tues April 14: 160 members submit a requisition for an Extraordinary General Meeting (EGM).

Wed April 15: New Exco appoints DBS executive, Josie Lau, as new AWARE President.

Thurs April 16: Two-time Aware President and former NMP Braema Mathi is told by e-mail she is no longer in charge of the CEDAW Committee.

Fri April 17: Josie Lau issues a statement questioning the motives of the old guard in calling for an EGM and asks if they harbour another agenda. Old guard issues a statement to say its motives and objectives have been fully visible the past 25 years.

Sat April 18: Veteran member and former president Constance Singam resigns as AWARE's adviser.

Sun April 19: Josie Lau refuses to be interviewed on TV together with Dana Lam, ex-President. She and Maureen Ong are subsequently interviewed on Talking Point (without Ms. Lam presence at the same interview).

Tues April 21: Campaign site <http://www.we-are-aware.sg/> launched.

Thurs April 23: Introducing Dr Thio Su Mien, as their "feminist mentor", Interim Exco claims AWARE has become single purpose organisation overly concerned with promoting lesbianism.

- Interim Exco intentionally excludes current Honorary Treasurer Chew I-Jin (elected by old guards) from their news conference.
- Current president Josie Lau claims she received death threats.
- At the same time, Interim Exco changes locks at the office despite vote of no-confidence and upcoming EGM.

- The centre's manager, Schutz Lee, was fired without reason.

Fri April 24: Representative of the Requisitioners hold a news conference addressing Interim Exco's claims: the issue is not about whether the organisation has strayed from its original aims, but more about ensuring that there is space for diversity of views in society.

Sat May 2: Extraordinary General Meeting is held at Suntec City. The Old Guards defeat the Interim Exco by 1414 to 761 votes, 1412 to 762 votes, and 1419 to 755 votes for Resolutions 3a, 3b and 3c respectively.

Thursday May 6: Ministry of Education (MOE) announces decision to suspend all CSE programmes in schools, including AWARE's Comprehensive Sexuality Education (CSE) programme in schools.

Friday May 21: MOE announces that all sexuality education programmes have to be approved by MOE. MOE said it will not be able to use AWARE to run sexuality education programmes in schools until it has gained the public's trust for its programme.

Special Report: Constitutional Changes

On 21st October 2009, AWARE implemented the Constitutional changes passed by the 23rd AGM held on 26th March 2008 and approved by the Registry of Societies on 21st October 2009.

Key changes in the [Constitution](#) resulted from the need to professionalize AWARE's operations and to ensure there was continuity in the management of AWARE by the elected Board. The changes include the following

- a new Management Structure- from a 12 member Executive Committee to a 7 member Board plus the Executive Director (ED) with the option to co-opt up to two female members. The Board would focus on governance with the ED running the daily operations of the Secretariat. The Board Term was increased to 2 years;
- a new criteria for election to the Board. Only individuals who have been Ordinary Members for a total of 2 years may stand for election to the Board;
- a new criteria for membership i.e. for all membership applicants to believe in the objectives of AWARE and a disciplinary procedure for members who have acted contrary to these objectives or AWARE's best interest;
- voting rights for Female Associate Members at the AGM and the eligibility to sit on the Board (limited to one non-office bearing Board seat)
- the AGM while it must be held once a year, could be held either before the end of March or such other date as the Board may decide
- Life Membership to be open to Ordinary Members with a total of 10 years membership with AWARE
- while the Objectives of AWARE remain the same, there was a slight rephrasing of these objectives

SUMMARY

Rights of Membership

Membership Type	Attend General Meeting	Vote at General Meeting	Election as ordinary board member	Election as office bearer (President, Secretary etc)
Ordinary	YES	YES	YES	YES
Female Associate	YES	YES	YES (subject to max of 25% of Board, equivalent to 1 person)	NO
Male Associate	YES	NO	NO	NO

Membership eligibility

Open to anyone who believes in the objectives of AWARE and 15 years and above. Applicants aged between 15 and 18 must have written parental consent.

Membership Categories

- (a) Ordinary (renewable annually): open to women above 18 years of age who are Singapore citizens or permanent residents;
- (b) Female Associate (renewable annually): open to women
 - between 15 and 18 years of age who are Singapore citizens or permanent residents; and
 - above 15 years of age who are not Singapore citizens or permanent residents
- (c) Male Associate (renewable annually): open to all men above 15 year of age

AWARE's Objectives

The general objectives of AWARE are now stated as follows:

- (a) to promote the participation of women in all areas, create an awareness of the contribution women make to society and further develop their potential through, amongst other things, education, learning and training opportunities
- (b) to promote gender equality by, amongst other things, educating the public on issues relating to gender, equipping women and men to deal with various forms of discrimination, and creating awareness of their mutual rights and responsibilities

- (c) to promote the well-being of women by, amongst other things, providing emotional, psychological or legal support
- (d) to promote values and norms which would improve the quality of life of women and their families and achieve the betterment of Singapore society as a whole.

Programmes and Projects: Research and Advocacy

Research and Advocacy continued its focus on the following:



CEDAW is a United Nations convention which seeks to end gender discrimination. Adopted in 1979 by the UN General Assembly, it is often described as an international Bill of Rights for Women.

In signing CEDAW, governments commit to undertake a series of measures to end discrimination against women. Every four years, signatories are required to send a report to the UN CEDAW Committee describing the steps they have taken to comply with the convention. Singapore ratified the CEDAW convention in October 1995 and has submitted three reports since then.

Along with the official report by the government, the UN encourages non-governmental groups such as AWARE to critique their country reports or to submit their own Shadow CEDAW Reports. The aim is to get a more comprehensive picture of the lives and status of women in each country.

In May 2007 AWARE submitted its second Shadow Report to the UN. This report received excellent reviews from the UN CEDAW committee in New York.

AWARE believes that the CEDAW mechanism is crucial in keeping women's issues on the agenda. We believe it is necessary and important to use a human rights framework for working towards the advancement of women and eliminating discrimination.

In 2009, the CEDAW Sub-Committee, headed by Braema Mathi, focused on writing the Shadow Report due in 2010.

WORK LIFE HARMONY

The Work-Life Harmony Sub-committee was created to research work-life balance programs offered at various businesses in Singapore. It sought to determine:

- what initiatives were being offered to Singapore employees;
- if the programs were being taken advantage of;
- the reasons why employees use/do not use them

In 2009, the Work Life Harmony Sub-Committee focused on implementing the survey, analyzing the data and writing the report.

SINGLES IN SINGAPORE

The objective of the Singles Research Study is to identify the attitudes and public policies that affect how singles live in Singapore from a political, economic and social perspective and how they in turn affect the people around them.

The study is expected to provide a basis for discussion, the exploration of alternatives and the formulation of a proposal which would mutually benefit the state and the individual.



Categories of Singles will include

- Never-married singles (men and women)
- single mothers
- singles who look after aged parents

In December 2009, the Sub-Committee was re-formed. The Sub-Committee has drawn up a research programme for the period Jan – Dec 2010.

COLLABORATIONS WITH AND ENDORSEMENTS WITH PARTNER ORGANISATIONS

A) South East Asia Progressive Muslim Movement (APMM)

APMM was formed as a result of a two day meeting initiated by Maruah, Komnas Peremptuan and the Institute of Women's Empowerment (key persons include Vivienne Wee and Braema Mathi) on October 16 and 17 2009 in Jakarta. The meeting was called as a response to the Kartika Case. AWARE (represented by Halijah Mohamad) agreed to join this coalition of 14

organisations from Malaysia, Indonesia and Philippines and endorsed the Recommendations made by APPM relating to the impact of the certain interpretations of Islamic Law on women's rights in ASEAN, and, in particular, the codification of these interpretations into criminal laws. These Recommendations were submitted to ASEAN Governments in 2009.

B) Appeal to the UN on the "Kartika Case"

Kartika Sari Dewi Shukarno is a Singapore PR married to a Singaporean who was sentenced by the Pahang Syariah Court in Malaysia to six strokes of the rotan (and fined RM 5000) for drinking beer in a hotel nightclub two years ago. According to news reports, Madam Kartika is likely to be the first woman ever to be caned in Malaysia, even though the caning of Muslims is included as a punishment in section 125 and section 126 of the Pahang Syariah Criminal Procedure Enactment 2002.

AWARE joined forces with 7 other organisations to appeal to the United Nations (UN Special Rapporteur on Violence Against Women, UN Special Rapporteur on Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment and The High Commissioner for Human Rights).

The other 8 organisations are: Persatuan Kesedaran Komuniti Selangor (Malaysia), Women's Aid Organisation (Malaysia); Women's Center for Change (Malaysia), Sisters in Islam (Malaysia), All Women's Action Society (Malaysia), Solidaritas Perempuan (Malaysia) and MARUAH (Singapore).

C) No to Rape Campaign to end Marital Rape Immunity in Singapore ("NTR Campaign")

AWARE endorsed the NTR Campaign (online petition) in 2009. AWARE's website encouraged people to support the petition which was submitted to the Government. Dana Lam and Braema Mathi, also spoke at NTR's seminar and provided quotes to support the NTR campaign. The NTR Campaign was coordinated by a team of concerned Singaporeans who came together to promote change on this issue.

Programs and Projects: Support Services

SUPPORT SERVICES HIGHLIGHTS 2009 (Refer to [Support Services Report](#) for more details)

Helpline – Open Monday to Friday from 3pm to 9:30 pm and staffed by trained volunteers, the helpline offers emotional support and referral services to callers in need of assistance. Helpline Number: 1800 7745935

Legal Clinic – The legal clinic, which takes place on the second and fourth Thursday of every month, provides women with free legal information and advice.

Befrienders Service – Befrienders provide support to women in crisis by accompanying them to police stations, family courts, hospitals, and shelters.

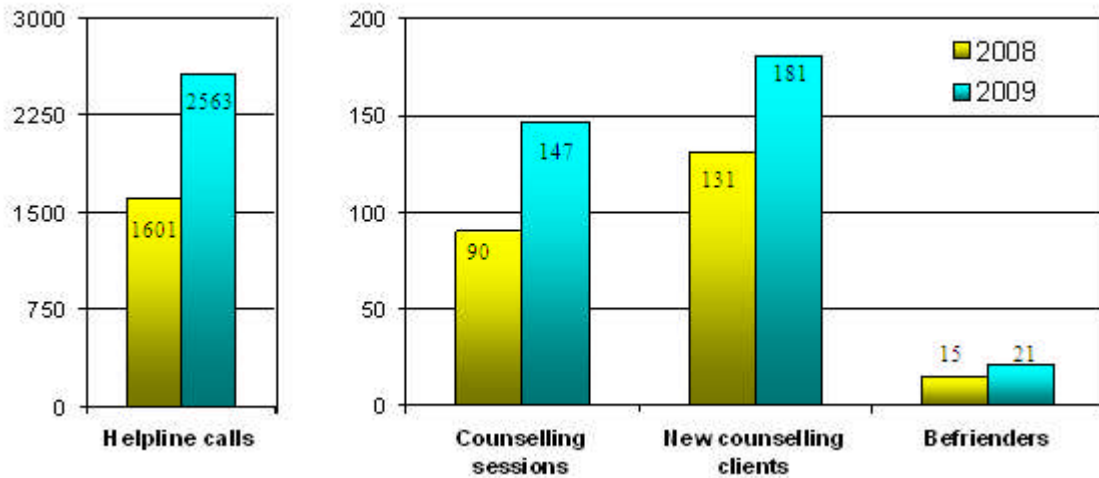
Counselling – Our professional counsellors offer sessions for individuals, couples, or families, focusing on a wide range of issues such as marital and family problems, gender-based violence, separation, divorce, sexual harassment, and self esteem.



Our Support Services provide information and support for women who are in distress or at a time of uncertainty in their lives.

Experienced counsellors and well-trained volunteers are available to help women resolve a life crisis, deal with a painful past, adjust to changed circumstances or seek out new directions.

Statistics



Helpline Calls	2563
New Counselling Clients	181
Total Counselling Sessions	410
Befrienders Visits	21
Legal Clinic Participants	147

Our Outreach Has Grown

2009 saw a 57% increase in Support Services outreach from 2008. The efforts of the Support Services team under the leadership of Support Services Manager, Kerry Wilcock, and increased awareness as a result of the AWARE saga helped to push the numbers up. In recognition of her efforts, Kerry Wilcock was also given the International Woman of the Year award by the American Women's Association in 2010.

High Quality Service

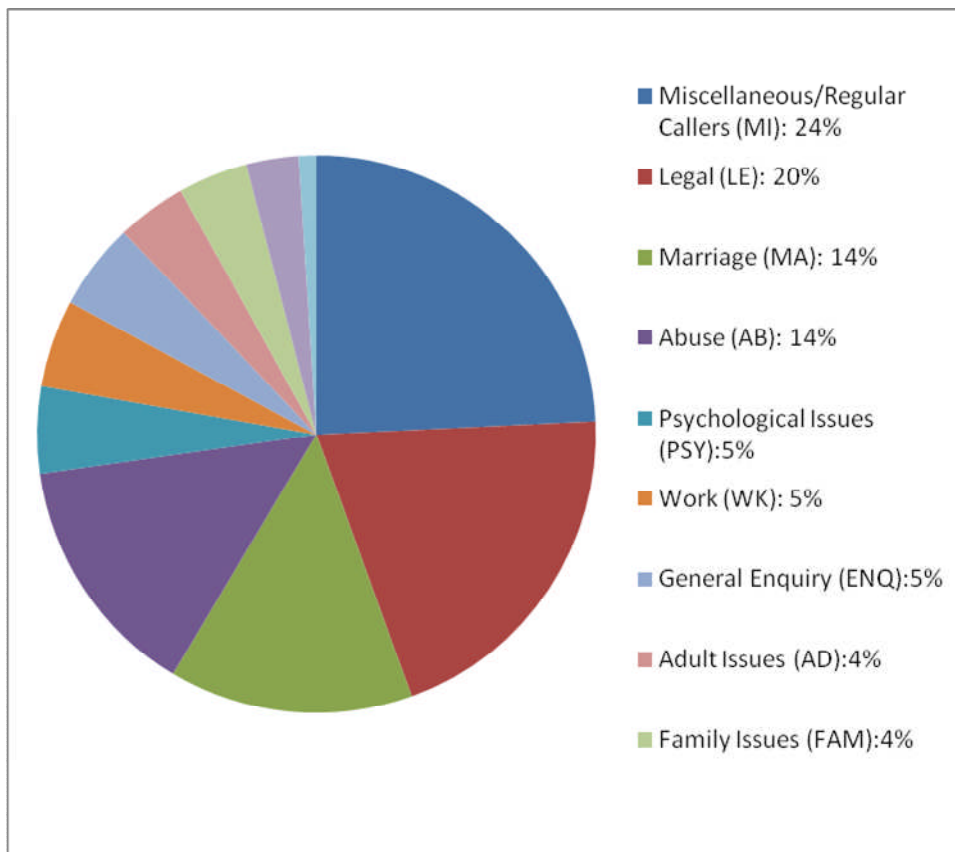
Support Services has been able, in spite of the increasing numbers, to maintain a consistently high level of service.

Based on the portion of clients NCSS requires us to survey, 86% of helpline callers rated the call "Above Average"; 83% of counselling clients rated the service "Above Average"; and 90% of legal clinic clients found the session "Above Average". The scale ranged from 1 to 5, where 1 was unacceptable, 3 was average, and 5 was good. "Above average" constitutes a 4 or a 5 rating.

Helpline Volunteers

Support Services conducted two helpline trainings in 2009 (Intake 35 and 36) and trained a total of 25 new helpliners. In total, we had 60 active volunteers (those who average at least two slots per month) answering helpline calls.

Types of Calls Received



New Call Data Management System

Support Services launched its new call data management system on 3 August 2009.

Helpline call records were previously written by hand and stored in arch files. The new call management system provides an efficient way of recording and retrieving call data logs and allows for keyword searches to identify advocacy issue trends.

Volunteers can now log in remotely and place themselves on the roster, and referrals for counselling, the legal clinic, and the Befriender service are now completely paperless. Staff and volunteers have keyed in the past 2 years data for analysis and comparison purposes. Volunteers have learned the new system quickly and though there have been a few small bugs to work out, the transition has mainly been very successful.

Programs and Projects: AWARE Training Institute (ATI)



ATI develops and conducts proprietary programmes as well as organises workshops and talks by other parties. It focuses on issues relevant to women, such as sexual harassment, self-esteem, body image, and financial planning.

Programmes are gender-sensitive, taking into account the different demands and opportunities that society places on men and women.

ATI also organises discussion groups where women can, in a supportive environment, share their experiences in dealing with issues such as body image, sex, dating, marriage, raising kids, and divorce.

In 2009, AWARE offered the following programmes:

- Comprehensive Sexuality Education (CSE)
- Financial Intelligence Training (FIT) with IPAC
- Workplace Sexual Harassment
- Women in Conversation
- Body Image Exhibition

COMPREHENSIVE SEXUALITY EDUCATION (CSE) Programme

The first quarter of 2009 saw AWARE continuing its active marketing of the CSE Programme. 7 basic workshops and 2 advanced workshops were conducted in 4 secondary schools with a total of 176 students participating. Feedback from school administration and the students who attended the workshop was positive and several schools contacted AWARE for repeat workshops.

However, in May 2009, the Ministry of Education suspended the CSE programme in all schools following a negative public campaign by the faith-based group who took over AWARE between 8 March and 2 May 2009. AWARE ceased marketing CSE.

An internal review has been conducted on the contents of CSE. The Report is available for viewing at the office.

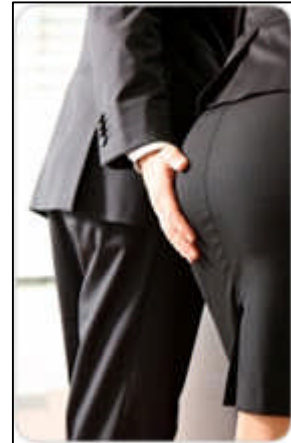
WORKPLACE SEXUAL HARASSMENT Programme

The Workplace Sexual Harassment Survey done in 2008 highlighted the need to develop a programme to deal with workplace sexual harassment.

From 9 July to 26 November 2009, a team of professionals with experience in Human Resource Management, Law, Counselling, Women's Rights (CEDAW) developed workshops aimed at training companies, employees and students. A pilot was launched in-house on 9 December 2009 and with Hitachi Global on 15 December.

The Programme comprises:

- 1 a BASIC workshop to introduce sexual harassment to employees, people managers and the public;
- 2 an ADVANCED workshop for Human Resource Managers, in house counsellors and senior managers.



FINANCIAL INTELLIGENCE TRAINING Workshops

AWARE, in collaboration with IPAC, a financial consultancy, conducted in 2009 a series of public workshops to educate women on managing their finances as well as financial clinics to provide budgeting and financial management advice to financially distressed women. 43 participants attended the workshops. This series continues in 2010.

WOMEN IN CONVERSATION Discussions

In 2009, AWARE adopted a new format of small and intimate group discussions, "Women in Conversation", to allow participants to share information and experiences on personal topics such as marriage, using contraception, dating and pressures on single women. The aim was to encourage participants to engage more deeply in these sensitive and personal topics and for AWARE to understand the pressures and needs of women in the particular demographic.

Four sessions, with a total of 35 participants, were conducted, each dealing with a specific topic.

BODY IMAGE TALKS

AWARE conducted a total of 8 talks in various institutions and schools early in 2009. The response and feedback was encouraging. A total of 1142 participants attended the talks.

BODY IMAGE - "Beauty Redefined Photo Exhibition"

The Beauty Redefined exhibition, initiated in August 2008, was held at 9 high traffic venues in 2009. 1,432,556 people have seen the exhibition.



Donations and Fundraising

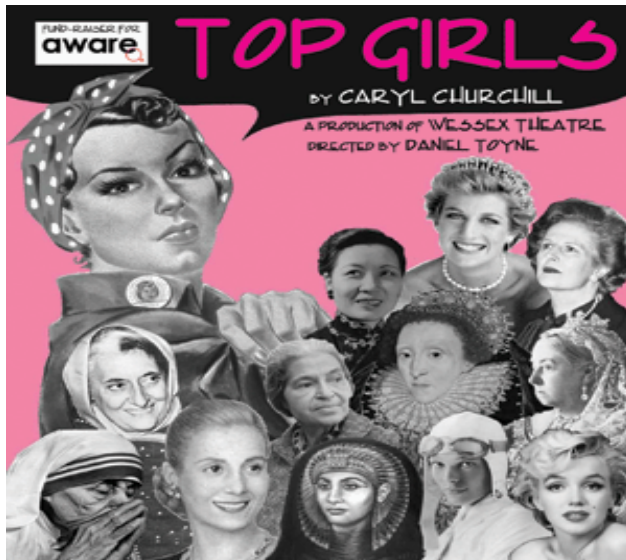
In 2009, AWARE raised a total of \$411,981 from donations, grants and fund-raising events

Kwan Im Thong Hood Cho Temple	\$130,000
Chen Su Lan Trust	\$65,000
Other Donations	\$63,133
NCSS Grants	\$40,853
Fund Raising Projects	
: Top Girls Play	\$26,490
: Flag Day 2009	\$45,402
: The Blue Mansion Film Premiere	\$41,102
TOTAL DONATIONS AND FUNDS RAISED	\$411,981

Fund Raising Projects

There were 3 in 2009 which raised the following:

- Top Girls \$26,490.47
- Flag Day on 8 August \$45,402.35
- The Blue Mansion Charity Film premiere \$41,102.35



Date: May 30, 2009 (Gala Night)

Ticket Price: \$80

Venue: DBS Auditorium

Time: 8 pm

What: Top Girls is a Caryl Churchill play produced by Wessex Theatre. The fund raiser consisted of the play and a special Gala Night reception sponsored by Harry's and WineGuru. All proceeds for the Gala Night were donated to AWARE.



October 14 Gala Premiere

October 15 Film Premiere



Prominent actor and director Glen Goei chose AWARE for the charity premiere of his new film, *The Blue Mansion*. The comedy was screened on 15 October at GV Grand, Great World City.

In his message in the programme booklet, Glen said he had picked AWARE for the charity premiere because it “seeks gender equality, embraces diversity, and respects the right of individuals to live the life they choose – values that I would expect to prevail in any civilised society. These are the very themes that I explore in the film.”

Sponsors: Montigo Nongsa Resorts; Pearl Energy; Aegean Spa; Helping Hand Group Memorabilia; Aqua Voyage; Jaune International; Valentine Willie Fine Art; Teng Ensemble; Lesont



Flag Day August 8

Consisted of an Islandwide collection, 61 \$100 flag day tins were sponsored as well as cash sponsorships

Corporate and Individual Donors \$10,000 and above

- Bengawan Solo
- Lee Foundation
- Montigo Nongsa Resort
- Christopher Chen (in memory of Jagraj Verma¹)
- Zaibun Siraj (in memory of Jagraj Verma)

Corporate and Individual Donors \$5,000 and above

- American Women's Association
- ICAP (AP) Singapore Pte Limited
- Mammoet
- Shaw Foundation
- Tote Board
- UPS Singapore
- Suzanna Adahar

We are very grateful to all our donors for their generous contributions.

¹ * The donations received "In Memory of Jagraj Verma" will, in accordance with the requests of the donors, be used to fund a series of educational publications to empower women.

REVIEW OF FINANCIAL STATE AND EXPLANATION OF MAJOR FINANCIAL TRANSACTIONS

AWARE recorded a deficit of \$9,407 in the year 2009. This was due mainly to the disruption in normal operations caused by the takeover of AWARE by the faith-based group. No fund raising activities were carried out for three months.

It should be noted that the take-over did not detract from the funds raised by the organisation for its charitable activities because the membership fees collected last year from 3,074 new members exceeded the expenses for The EGM.

Please refer to Audited Accounts and the Statutory Information section for detailed financial information.

FUTURE PLANS AND COMMITMENTS

The main objectives for 2010 will be as follows:

- a) Maintain the volume and quality of all Support Services
- b) Expand the Befriender service
- c) Develop a specialised support service for sexual assault cases
- d) Roll out and actively market the Sexual Harassment workshops
- e) Re-launch AWARE's Financial Intelligence Training programme
- f) Complete the CEDAW Shadow Report
- g) Complete the Work Life Balance Report
- h) Organise a fundraiser, Superwomen in Concert, a celebration of 25 years of AWARE and of women
- i) Continue to expand use of new media
- j) Implement bye-laws to ensure smooth election process
- k) Professionalise the operations of the organisation, in particular, the finance function and develop a volunteer management system

AUDITED ACCOUNTS

Copies of the Audited Accounts for the financial year ended 31 December 2009 will be or has been given to the members.

Secretariat Report and Attachments

危机 Crisis, a time of danger, a time of opportunity, sums up what has been one of the most remarkable years for the AWARE Secretariat.

In the weeks leading up to the EGM of 2 May, the mettle and resilience of the Secretariat Staff were stretched as they had to work with a new Exco who did not share the basic values and objectives of AWARE.

Schutz Lee, Mardiana Abunaim, Kerry Wilcock, Grace Phua, Arati Mali, Patricia Tay, Lin Phua, Priyanka Aswathi and Rina Marie demonstrated the strength and passion of a staff committed to reclaiming inclusiveness and diversity within their work space. AWARE is most grateful for their being there when they were needed most.

(1) STAFFING

ORGANISATION STRUCTURE

<u>Full Time Staff</u>	<u>Headcount</u>
Centre Manager	1
Manager –Public Education	1
Manager –Direct Services	1
Programme Executive	2
<u>Part Time / Contract Staff</u>	
Direct Services Executives (0.5 x2)	1
Accounts Executive	0.5
Housekeeping Assistant	0.5

The position of Manager of Public Education/Public Relations was restructured to concentrate fully on Public Education as there was an increasing need to focus on AWARE's core training programmes.

STAFF MOVEMENT

Full Time

Mardiana Abunaim :Manager of Public Education (01 April to 12 Dec 09)

Selina Gan :Centre Manager (01 June to 30 October 09)

Priyanka Awasthi :Project Executive (09 March 2009 to 12 May 2010)

Rina Marie :Program Executive (25 March 2009 to 26 January 2010)

Wong Mei Ling :Manager of Public Education (01 December 2009)

Part Time

Arathi Mali :Direct Services Executive (16 February 2009)

Contract

Joanna D’Cruz :Contract PT Special Assistant
(14 July 2008 to 24 April 2009)

Jane Ho :Contract PT Special Assistant
(10 December 2008 to 24 March 2009)

Schutz Lee : Contract PT Centre Manager
(01 February to 31 May 2009)

Ong Pei Chin :Contract PT Project Fund Raising Exec
(30 March – 13 May 2009)

Magdelene Teo :Contract PT Centre Manager
(24 April to 4 May 2009)

STAFF DEVELOPMENT

Secretariat

Attendee	Course Title	Date
Joanna D’Cruz	Events Management & Organisation for NPOs	11-12 Jun 09
Rina Marie	An overview to Volunteer Management Framework	25 Jun 09
Kerry Wilcock	Engaging the ASEAN Inter-government Commission on Human Rights Workshop	22 Aug 09
Mardiana Abunaim & Priyanka Awasthi	Outcome Measures – Making Them Work For You	28 Aug 09
Priyanka Awasthi	Public Relations Writing for NPOs	31 Aug-1 Sep 09
Grace Phua	House-Tree-Person Projection Drawing Techniques	29 Sep-2 Oct 09
Priyanka Awasthi	Crisis Management & Communication for NPOs	17-18 Nov 09

Arati Mali	Techniques in Couple Counselling	23-25 Nov 09
------------	----------------------------------	--------------

Volunteer Development

Tan Joo Hymn	Marketing & Branding for NPOs	13 Feb 09
Caris Lim	An Affair Too Many	25 Feb 09
Tan Joo Hymn	Essentials of Human Resource Management	11 Mar 09
Tan Joo Hymn	Engaging Volunteers Systematically	20 Mar 09
Caris Lim	Training Group Facilitators for Therapeutic Group Work (Level 1)	15-17 Apr 09
Caris Lim	Training Group Facilitators for Therapeutic Group Work (Level 2)	12-15 May 09
Nancy Griffiths	Developing & Executing Business Plans for Sustainability of Social Enterprise	1-2 Sept 09
Lim Seow Yuin & Tan Joo Hymn	Board Accountability: Financial Management for NPOs	19 Aug 09
Chew I-Jin, Nancy Griffiths, Corinna Lim & Nicole Tan	Board Dynamic: Board-ED Staff Partnership & Board Meetings	22 Aug 09
Caris Lim	Training Group Facilitators for Therapeutic Group Work (Level 3)	15-18 Nov 09
Yap Ching Wi	Crisis Management & Communication for NPOs	17-18 Nov 09
Lim Seow Yuin	Governing Instruments for Charities & IPCs	23 Nov 09
Nicole Tan	Introduction to Fraud Detection and Management for NPOs	15 Dec 09

Interns

Name	Nationality	Institution	Roles	Duration
Tan Ser Hong	Singaporean	NTU	Body Image Workshops and Photo Competition	11 May to 4 Jul 09
Charlene Hon	Singaporean	NTU	Public Education projects	11 May to 18 Jul 09

Claire Charamnac	Swiss	Georgetown University	CEDAW	1 Jun to 3 Jul 09
Marisse Reyes	American	LaSalle College of Arts	Public Education projects	15 Jun to 24 Jul 09
Shibani Deepak	Indian	Brandeis University	Women & Gender Studies Research	15 Jun to 15 Aug 09
Carol Then	Singaporean	SMU	Membership & Volunteer database & assigned projects	20 Jul to 10 Aug 09
Chen Tingting	Chinese	Lund University Sweden	Research on Women's movement and updating website information on Singapore women milestones 2004-2009	20 Aug to 29 Dec 09
Khushboo Hashu Shahdadpuri	Singaporean	Catholic Junior College	Direct Services	19 Aug to 25 Sep 09

(2) MEMBERS

As at 31 December 2009, AWARE's membership stood at 2917. Of this, 2511 joined between 28 March 2009 (2009 AGM) and 2 May 2009 (The EGM).

A Needs Assessment on-line survey was carried out in May, followed by an Open-Space Meet on 6th July, to ascertain what members' needs were and how they saw AWARE's role in society. The Survey indicated that members affirmed and wanted AWARE to continue in its work in supporting and empowering women and working towards promoting gender equality in Singapore.



AWARE regularly reaches out to its members and volunteers through its revamped website and newsletter. Newsletters are sent out fortnightly to keep members and volunteers informed of events and developments at AWARE and also to provide interesting information and commentaries on relevant issues.

Since the AWARE Saga, our IT volunteers have also re-developed and enhanced the members and volunteers database which makes it almost effortless for individuals to apply for or renew their membership and to register their interest as volunteers. New members and volunteers are contacted to attend the Members Night where they learn about AWARE's history, work, current projects and encouraged to volunteer their time with the organisation.

4 new Members and Volunteers Nights were held in 2009.

(3) IT and WEBSITE

(For full report, refer to [IT sub-committee report](#))

After the EGM, AWARE's IT has been managed by the IT Sub Committee, led by volunteer, Robin Rheume. Improvements and enhancements included:

E-mail: Moving AWARE's email server to Gmail applications. The @aware.org.sg addresses remain intact.

Backup: Back up server put in place.

Member Database: completely revamped as an online system with real-time updates. Added functionality includes reporting, usage statistics, custom member messages, direct PayPal communication to track membership and events payments. Automatic emails are now sent to members shortly before membership expiry with direct link-through to renewal page.

Volunteer Database: The volunteer database has also been integrated with the online member database.

(4) WEBSITE DEVELOPMENTS

(For full report, refer to [Website Sub-committee](#) report)

The Website Sub Committee was formed in June to revamp the website. The aim was to turn it into a more effective channel of communication with members and the public in general. The new site was launched at the end of August. Feedback received on the website has been very favourable.

The website has three main sections:

- a) Information About AWARE
- b) News
- c) Commentaries and Features.

Margaret Thomas is the editor of the website and ensures that fresh content is put on the site at least fortnightly. Individuals on our mailing lists (about 3,500) are informed about the new content via a fortnightly newsletter.

Between 1 September and 31 December 2009, the site recorded a total of 55,427 page views, or 3,460 page views a week. (A 'page view' is recorded every time a visitor to the site views a page.)

On average, each visitor spent 3.36 minutes on the site and viewed 2.94 pages.

(5) Visitors Report

[Please refer to the attached list.](#)

(6) Invitations/Talks/Forums/Events

[Please refer to the attached list.](#)

(7) Print Media Coverage

[Please refer to the attached list.](#)

(8) Programmes/Sub Committees

[Please refer to the attached list.](#)

Attachments

Visitors Report
Invitations/Talks/Forums/Events
Print Media Report

Programmes / Sub Committee Reports

Support Services
AWARE Training Institute
CEDAW
Work Life Harmony
Singles
Fund Raising
Human Resources
IT Integration
Website
State of the Nation's Women's Report (SNOW)
Publications in Memory of Raj Verma

ATTACHMENT TO SECRETARIAT REPORT

VISITORS REPORT

Date	Visitor	Organisation	AWARE Representative
17 Feb 09	Insead Indeavor Group	INSEAD	Excess
23-Feb-09	Michaela Mcgowan	American Chamber of Commerce in Singapore	Constance, Kerry & Joanna
01-Apr-09	Koen Veltman & Team	INSEAD	Excess
21-May-09	Delegation of Hong Kong & China Scholars	Chinese University of Hong Kong	Yap Ching Wi
24 Aug 09	Social workers	SACS Family Care Centre	Selina Gan
25 Sep 09	10 NUS Students	National University of Singapore	Selina Gan
08 Oct 09	16 ladies from various Agencies	South Korea Iksan Provincial City	Nicole Tan, Selina Gan

ATTACHMENT TO SECRETARIAT REPORT

INVITATIONS/TALKS/EVENTS REPORT 2009

Date	Invitations	Venue	Speaker/Participant
13 Feb 09	South West CDC Networking Appreciation Dinner	Pan Pacific Hotel	Kerry Wilcock & Jane Ho
19 Feb 09	Clementi FV Networking Group	Clementi Division	Kerry Wilcock
4-Mar-09	Ladies Luncheon Club Cocktail	Maybank Tower	Claire Nazar & Schutz Lee
7-Mar-09	SCWO Power Lunch	Pan Pacific Hotel	Exco & Staff
13-Mar-09	Roundtable on harnessing the power of women in the 21st Century organised by IPAC	Maybank Tower	Constance Singam
24-Mar-09	Lomographic Embassy Singapore	Centre for Photography & Filmmaking	Constance Singam
26-Mar-09	SIF - Opportunities and Challenges for Expat Women working in Singapore	National Library	Constance Singam
3-Apr-09	ASEAN Child Sex Tourism Input	MCYS	Kerry Wilcock
9-Apr-09	Family Violence Networking	Clementi Division	Kerry Wilcock
16-Apr-09	Maintenance Focus Group	SCWO	Kerry Wilcock
21-May-09	"Children and the Law Conference 09	Supreme Court	Kerry Wilcock, Grace Phua & Arati Mali
09-Jun-09	Asia Research Institute Weekly Seminars	NUS Bukit Timah Campus	Dana Lam & Joanna D'Cruz
10-Jun-09	ISEAS forum on ' Revisiting the Singapore Women's Charter	Orchard Hotel	Dana Lam, Joanna D'Cruz & Mardiana
11-Jun-09	Closed-Door Session on Proposed Human Rights Body	Ministry of Foreign Affairs	Dana Lam
13-Jun-09	Humanitarian Organisation for Migration Economics Opening	HOME, Everitt Road	Dana Lam & Tan Joo Hymn
18-Jun-09	South West Comcare Local Network Members Session	South West CDC	Kerry Wilcock & Mardiana Abunaim
20-Jun-09	Talk on operations spectrum	Bestway Building	Dana Lam
04 Aug 09	14th APEC Women Leaders Network Opening Ceremony	Stamford Ballroom Raffles City	Dana Lam & Nancy Griffith
05 Aug 09	14th APEC Women Leaders Network (WLN) Meeting	Stamford Ballroom Raffles City	Dana Lam & Nancy Griffith
06 Aug 09	APEC Gender Analysis Training	Grand Copthorne Waterfront Hotel	Joanna D'Cruz

14 Aug 09	Social Advocacy - Lessons from 40 years of People Advocacy	SASW-FRTC Training Academy	Dana Lam
19 Aug 09	Christian Extreme in SIN-SEA Studies Program	NUS	Dana Lam
01 Oct 09	PM Dialogue with Women Organisations	PA HQ Auditorium	Dana Lam
06 Oct 09	NUSBSA Town Hall Dialogue Session	NUS	Dana Lam
28 Oct 09	SPH Magazine - Her World Woman of the Year Nomination Panel	Raffles Hotel	Dana Lam
09-Nov-09	Women's Worth Conference	Ngee Ann Poly	Dana Lam
15-Nov-09	Women in the World: Progress, Challenges & Opportunities	USA Embassy	Dana Lam
21 Nov 09	National Volunteerism & Philanthropy Awards Ceremony 2009	Grand Copthorne Waterfront Hotel	Dana Lam
20 & 21 Nov 09	Religious Activism & Women's Development in SEA	Centre for Research on Islamic and Malay Affairs	Dana Lam

Date	AWARE Event	Venue	Attendance
12-Jan-09	Saving & Surviving the recession	AWARE Centre	20
02-Feb-09	New Members and Volunteers Orientation	AWARE Centre	12
06-Feb-09	Bottom Line Wellness Course	AWARE Centre	7
26-Feb-09	Talk "Powerful Women In History"	AWARE Centre	15
26 Feb 09	NUS Social Work Students attended Information Session	AWARE Centre	14
06-Apr-09	New Members/Volunteers Orientation	AWARE Centre	19
15-Apr-09	Helpliners Graduation Intake 34 cum Direct Services Party	AWARE Centre	22
19-May-09	Helpliners Debrief	AWARE Centre	11
06-Jun-09	Open Space Meet for members and volunteers	AWARE Centre	20
13-Jun-09	EGM We-are-aware volunteers party	AWARE Centre	80
17-Jun-09	Body Image FGD	AWARE Centre	18
22 Jun 09	Lunch hour sharing (Susan Solomon)	AWARE Centre	19

30-Jun-09	Body Image Talk	AWARE Centre	10
06-Jul-09	Press Conference	AWARE Centre	26
13-Jul-09	Personal Defence Readiness Workshop	AWARE Centre	23
16-Jul-09	Fear Management Workshop	AWARE Centre	21
25-Jul-09	Succession Planning Workshop	AWARE Centre	16
30 Jul 09	Self Defence Workshop	AWARE Centre	21
08-Aug-09	AWARE Flag Day	Island Wide	NA
17-Aug-09	IPAC/AWARE Press Conference	AWARE Centre	
20-Aug-09	New Members/Volunteers Orientation	AWARE Centre	10
20-Aug-09	Lunch hour sharing (Kerry)	Assertiveness	6
24-Aug-09	Nominated MP Dinner	AWARE Centre	13
24-Aug-09	Sexual Harassment Preview	AWARE Centre	
26 Aug 09	TVC for AWARE Movie Charity Premier Event	AWARE Centre	
29 Aug 09	Facilitating Effective Meetings & Discussion	AWARE Centre	
02-Sep-09	Lunch hour sharing (Dr Kevin)	AWARE Centre	7
09-Sep-09	Financial Clinic	AWARE Centre	
10-Sep-09	Stress Management	AWARE Centre	6
14 & 15 Sep 09	Blue Mansion Fund Raising Event	Golden Village Vivo City	
21-Sep-09	Financial Clinic	AWARE Centre	
24-Sep-09	Sexual Harassment Preview	AWARE Centre	16
02-Oct-09	Lunch hour sharing (Verena Tay)	AWARE Centre	6
09-Oct-09	Financial Clinic	AWARE Centre	8
19-Nov-09	Legal training for sexual harassment trainers	AWARE Centre	
19-Nov-09	New Members/Volunteers Orientation	AWARE Centre	
29-Nov-09	White Ribbon Campaign	AWARE Centre	

04-Dec-09	IPAC Financial Clinic	AWARE Centre	
09-Dec-09	Pilot Sexual Harassment Training	AWARE Centre	
09-Dec-09	Singles Sub-Committee Meeting	AWARE Centre	
18-Dec-09	Gender Core Curriculum	AWARE Centre	
Date	Other Event	Venue	Speaker
16-18 Feb 09	NTU Sociology Week	NTU	Mardiana Abunaim
16&23 Apr	Body Image & Healthy Relationships	Bowen Secondary School	Jin Yao & Priyanka
23-Apr-09	Teenage Pregnancy	Bowen Secondary School	Mardiana Abunaim
Apr 09	Beauty Redefined Photo Exhibition	NTU, School of Communications	Mardiana Abunaim
29-Apr-09	Hypnotherapy Workshop by Positive Psychology Singapore	Concorde Hotel	Not available
12&19 May	Body Image & Self Esteem	TMC Education Group	Priyanka & Kwan Jin Yao
27 May-02 Jun 09	Beauty Redefined Photo Exhibition	Singapore Repertory Theatre	1200
17-May-09	Aids Candlelight Memorial	SMU	Kerry Wilcock
29-May-09	NTUC Planning meeting	NTUC	Kerry Wilcock
23-Jun-09	Befrienders training	NTUC	Kerry Wilcock
1 & 15 Jul 09	Women in Conversation (Body Image)	SGX Centre	Corinna Lim
17-31 Jul 09	Beauty Redefined Photo Exhibition	Hwa Chong Institute	Mardiana Abunaim
27-Jul-09	Women in Conversation (Talk about Sex)	SGX Centre	Corinna Lim
01-Aug-09	Counselling Skills	DSC Clinic	Kerry Wilcock
04-Aug-09	Women in Conversation (Sex and dating)	SGX Centre	Corinna Lim
06-Aug-09	Body Image	Hwa Chong Institute	Kwan Jin Hao
1-11 Aug 09	Beauty Redefined Photo Exhibition	Singapore Polytechnic	Mardiana Abunaim & Priyanka Awasthi
17-31 Aug 09	Body Redefined Photo Exhibition	Hwa Chong Institute	Mardiana Abunaim & Priyanka Awasthi

19 Sept 09	AWARE presented 2 documentaries on women in Sweat Shops together with Maruah and TWC2 with support from the American Embassy		
21-Oct-09	Public Seminar	IPAC	IPAC
29 Oct 09	NCSS Members Conference 2009	Orchid Country Club	Yap Ching Wi
2 - 7 Nov 09	Women's Worth Conference - Fringe Festival	Ngee Ann Poly	Not available
09-Nov-09	Women Mean Business Launch @ IPAC	National Library	IPAC
12-Nov-09	Film Screening – Provoked	INSEAD	Not available
25-Nov-09	Financial Seminar - Money, You, Me & Us	IPAC	Not available
15-16 Dec 09	Sexual Harassment Training	Hitachi Global Storage Technologies	Corinna Lim
21-Dec-09	Love & Lifght Festival - marketing for ATI (meeting with Tamara Attalla & Abundant Lee)	AWARE Centre	Wong Mei Ling/Corinna Lim

ATTACHMENT TO SECRETARIAT REPORT

PRINT MEDIA REPORT 2009

Headline/Subject	Journalist/Writer	Print Media	Date	Featured
妇女行动与研究协会调查： 逾半员工遭性骚扰 只是不小心碰到？	Angela Yeo XH	Lianhe Zaobao	5-Jan-09	Sexual Harassment
Civil Society in Singapore	Terence Chong	TODAY	9-Apr-09	New Exco
Unknowns knock out veterans at AWARE polls	Wong Kim Hoh	Straits Times	10-Apr-09	AWARE Saga
Ladies, have you forgotten your narrative	PN Balji	Straits Times	13-Apr-09	AWARE Saga
Old guard calls for meeting - EGM	Esther Ng	TODAY	15-Apr-09	AWARE Saga
Don't get mad, get your house in order	Gan Su Yi	TODAY	15-Apr-09	AWARE Saga
The new guard consolidates	Alicia Wong	TODAY	16-Apr-09	New Exco
The New AWARE - Surprise change or stunning coup		Straits Times	18-Apr-09	New Excess
Form your own group, why take over another	Harvey Neo	Straits Times Forum	18-Apr-09	New Excess
Best to let change run its course	Theresa Devasahayam	Straits Times	23-Apr-09	AWARE
Too many questions left unanswered	Alan John	Straits Times	23-Apr-09	New Exco
Leadership Renewal - A change would do them good	Mak Yuen Teen	TODAY	23-Apr-09	Mak Yuen Teen
Let's stay civil, minus the nannies	Andy Ho	Straits Times	23-Apr-09	AWARE Saga
An ugly turn of events- Locks changed, AWARE Centre Manager fired	Ong DaiLin	TODAY	24-Apr-09	New Excess
Excerpts from press conference by new leaders		Straits Times	25-Apr-09	New Excess
The Tussle in AWARE/My Point	Ng Hsueh Mei/Lye Kah Cheong/Deborah Khoo/Tania Chew/Dionne Sok Ling/Choo Yen Hui/Harvey Neo/William Goh/Lee Holey	Straits Times Forum	25-Apr-09	AWARE Saga
Centre Manager sacked for insubordination	Debbie Yong	Straits Times	25-Apr-09	Schutz Lee/Charlotte Wong
A defence tinged with regret-Old Guard explains its leadership; refutes pro-lesbian accusations	Teo Xuanwei	TODAY	25-Apr-09	AWARE Saga

AWARE's Public Education Officer quits	Esther Ng	TODAY	25-Apr-09	Weekend TODAY
Old Guard Responds - Press Conference	Sandra Davie/Tan Dawn Wei	Straits Times	25-Apr-09	AWARE Saga
Old Guard Responds - Counter allegations of a pro-gay stance	Wong Kim Hoh	Straits Times	25-Apr-09	AWARE Saga
AWARE must stay secular	Eugene Tan	Sunday Times	26-Apr-09	AWARE
Six non-partisan observers weigh in	Jamie Ee/Nur Doamaj/Debbie Yong	Straits Times	26-Apr-09	AWARE
Keep religion above the fray of petty politics	Zul Othman	TODAY	27-Apr-09	AWARE
Keep religion above 'petty politics', says Vivian - He urges groups to be 'rainbow coalition'	Li Xueying	Straits Times	27-Apr-09	AWARE
MOE contacts the 'feminist mentor' - Seeks to clarify claims she made about AWARE talks in schools	Zul Othman	Straits Times	29-Apr-09	AWARE's CSE Programme
Get facts right on sex education: Iswaran - MOE hasn't received any complaints about AWARE's programme	Amelia Tan	Straits Times	29-Apr-09	AWARE's CSE Programme
What the school programme teaches students	Deeksha Vasundhra	Straits Times Forum	29-Apr-09	AWARE's CSE Programme
MOE: No complaints from parents, Dr Thio	Sum Chee Wah (MOE)	Straits Times Forum	29-Apr-09	AWARE's CSE Programme
AWARE moves to Suntec after police veto Expo venue	Wong Kim Hoh	Straits Times	30-Apr-09	AWARE's EGM
Sermon on the Web	Lim Siew Eng	Straits Times Forum	1-May-09	Pastor Derek Hong
Conservative concerns may well be broad-based	Dr Lewis Lee	Straits Times Forum	1-May-09	AWARE's EGM
AWARE's emergency meeting tomorrow	Boey Shee Lye	Straits Times Forum	1-May-09	AWARE
Guided or misguided - AWARE's CSE	Alicia Wong/Lin Yanqin	TODAY	1-May-09	AWARE's CSE Programme
Workshops were funded by donation	Esther Ng	TODAY	1-May-09	AWARE's CSE Programme
Churches should stay out of AWARE tussle	Zakir Hussain/Wong Kim Hoh	Straits Times	1-May-09	Reverend Chew
Aware's, other sex ed courses put on hold		TODAY	1-May-09	AWARE's CSE Programme
Ex-AWARE panel members voice distress at 'sacking'	Azmeen Moiz	Straits Times	2-May-09	AWARE
Pastor regrets 'actions on pulpit	Zakir Hussain	Straits Times	2-May-09	Pastor Derek Hong
How it got to this - Aware's new exco has shrunk from 12 to 8 in just 5 weeks	Wong Kim Hoh	Straits Times	2-May-09	AWARE

What women really want - Bread and butter issues their main concern, not homosexuality	Loh Chee Kong	Weekend TODAY	2-May-09	AWARE Saga
Pastor apologises for misusing pulpit - He regrets backing new exco in his sermon	Alicia Wong	TODAY	3-May-09	Pastor Derek Hong
AWARE Showdown - New Guard Ousted	Wong Kim Hoh	Sunday Times	3-May-09	AWARE EGM
Process, pluralism, protection	Janadas Devan	Straits Times	4-May-09	AWARE
Ill-fated coup - 10 reasons why the AWARE leadership grab failed	Wong Kim Hoh/Sandra Davie/Radhu Basu	Straits Times	4-May-09	AWARE EGM
A Tale of Two Communities	Simon Tay	TODAY	4-May-09	AWARE
How to lose an EGM Vote - Point of View	Alicia Wong	TODAY	4-May-09	AWARE EGM
Old guard makes new blood a priority	Ong Dai Lin	TODAY	4-May-09	AWARE Post-EGM
Ex-AWARE panel members voice distress at sacking	Azmeen Moiz	Straits Times	5-May-09	CEDAW Sub-Committee
AWARE: Revelations - A triumph for Women	Ho Anqi/Seah Su Chen	Straits Times	5-May-09	New Excess, founding members and staff of AWARE
Celebration: The new AWARE Exco (old guard at AWARE Centre for lunch)	Benson Ang	The New Paper	5-May-09	New Excess, founding members and staff of AWARE
Celebration: The new AWARE Exco (old guard at AWARE Centre for lunch)	Wang Run/Liu Hui Fang	Lianhe Zaobao	5-May-09	Excess, Staff & Volunteers
Lessons from AWARE - Standing up to be counted	Cassandra Chew/Susan Long	Straits Times	6-May-09	AWARE's CSE Programme
Why MOE suspended AWARE project	Jennifer Chan- MOE	Straits Times Forum	7-May-08	AWARE's CSE Programme
Findings of MOE's investigation	Jennifer Chan- MOE	TODAY	7-May-09	AWARE's CSE Programme
AWARE's other sex ed courses put on hold	Ong Dai Lin/Alicia Wong	TODAY	8-May-09	AWARE's CSE Programme
Homosexuality is not neutral	James Ray	TODAY	8-May-09	AWARE's CSE Programme
AWARE programme exceeded guidelines - CSE	Theresa Tan/Amelia Tan	Straits Times	9-May-09	AWARE's CSE Programme
Thoughts on the AWARE Saga	Eleanor Tee	Straits Times	9-May-09	AWARE
AWARE Saga - 2nd envelope with suspicious powder	Sujin Thomas	Straits Times	9-May-09	AWARE

Sex Education - Practise reason, fairness in re-evaluating modules	Alicia Wong	Straits Times Forum	9-May-09	AWARE's CSE Programme
News Analysis - Advocacy vs Party Politics	Alicia Wong	TODAY	14-May-09	Dana Lam
Religious groups must be mindful of differing views, says DPM	Jeremy Au Yong & Zakir Hussain	Straits Times	15-May-09	AWARE
Govt position on gays no changed. Exercise restraint, mutual respect, tolerance	Zakir Hussain	Straits Times	15-May-09	AWARE
Questions over his role as AWARE 'Adviser'	Loh Chee Kong	TODAY	15-May-09	Siew Kum Hong
AWARE has never had a 'gay agenda' Response to DPM Wong Kan Seng	Dana Lam	Straits Times Forum	16-May-09	AWARE
NMP under attack - Online postings immature and inflammatory	Lester Lam	Straits Times Forum	16-May-09	Siew Kum Hong
Timely reminder on secularism		ST Review & Forum	16-May-09	AWARE
The roles of faith-based groups	Chua Mui Hoong	Straits Times	17-May-09	AWARE
Takeover was an accident	Lim Meow Nah/Goh Xin Hui	Lianhe Zhaobao	17-May-09	Thio Su Mien
Kudos for Govt's evenhandednes	Patrick Ang	Weekend TODAY	17-May-09	AWARE
Dispute did not stop her from contributing	Dewani Abbas	Berita Minggu	17-May-09	Hafizah Osman
Gay activists a key constituency of AWARE	Thio Sum Mien	Straits Times Forum	18-May-09	In response to Dana Lam's letter in ST Forum
NMP v Netizens - AGC referred to Law Society the issue of Mr Siew's role in AWARE saga	Loh Chee Kong	TODAY	19-May-09	Siew Kum Hong
AWARE rivalry slammed	Theresa Tan/Amelia Tan	Straits Times	22-May-09	AWARE's CSE Programme
What a secular organisation means in Singapore	Ace Kindred Cheong	Straits Times Forum	22-May-09	AWARE Saga
Sexuality Education - Schools not 'proxy arenas'	Alicia Wong	TODAY	23-May-09	AWARE's CSE Programme
Learn to live with diversity - A sense of common good should prevail, whatever our differences	Lydia Lim	Straits Times	23-May-09	AWARE Saga
Offensive to call people 'sexually challenged'	Jamie Alicia Nonis	Straits Times Forum	23-May-09	In response to Thio Su Mien's letter 'Gay Activists a key constituent of AWARE

Bionic Power - "I don't remember having to declare my sexuality when I registered"	Wong Sook Yee	Straits Times Forum	23-May-09	In response to Thio Su Mien's letter 'Gay Activists a key constituent of AWARE
Lessons for us -Do not online comments destroy social harmony	Giam Meng Tuck	Lianhe Zaobao	23-May-09	Dana Lam
Let's have a code to ensure transparency of societies	Joseph Wong	Straits Times Forum	25-May-09	AWARE Saga
Talks about the birds and the bees	Geraldine Wee	TODAY	26-May-09	AWARE's CSE Programme
Teacher character values	Derrick Ho	Straits Times	26-May-09	AWARE Saga
Parents, please clue in - AWARE's response to MOE regrettable	Cecilia Ko/Lee Kai Yin	Straits Times Forum	26-May-09	AWARE's CSE Programme
Secularism practised in Singapore 'does not exclude religion'	Jeremy Au Yong	Straits Times	27-May-09	Parliamentary debate - NMP Thio Li-ann
Lack of civility at AWARE EGM not acceptable	Jeremy Au Yong	Straits Times	27-May-09	AWARE Saga
Why we covered AWARE Saga	Han Fook Kwang	Straits Times	30-May-09	ST's editor answers critics of this newspaper's reporting of events
Militant religionism the real threat to social harmony	John Hui	Straits Times Forum	30-May-09	In response to NMP Thio's speech on religion and secularism
Values have religious roots - and they anchor Singapore rationally	Derek Chong	Straits Times Forum	30-May-09	In response to NMP Thio's speech on religion and secularism
Militant Religionism? It's family values	Dr Thio Su Mien	Straits Times Forum	1-Jun-09	AWARE's CSE Programme
New exco' didn't stonewall reporters	Jenica Chua	Straits Times Forum	2-Jun-09	In response to Han Fook Kwang's article on why we covered AWARE saga the way we did
Who's a true feminist	Tan Hui Yee	Straits Times	5-Jun-09	Types of feminism
AWARE: What Now?	Ramesh William	IS	12-Jun-09	Aware's Action Plan

AWARE and the Principle of Participation: What readers say	Dudley Au, Donaldson Tan, Xavier, Grace Love	Catholic News	7-Jun-09	General
AWARE: The years Ahead	Alicia Wong	TODAY	7-Jul-09	Press Conference
No action to be taken against previous Exco	Benson Ang	The Newspaper	7-Jul-09	Press Conference
AWARE to report on status of Spore Women in new plans	Sue-Ann Chia	Straits Times	7-Jul-09	Press Conference
A brand new slate	Loh Chee Kong	TODAY	7-Jul-09	Siew Kum Hong - Gautam out
AWARE	Lim Meow Nah, Tao	Lianhe Zaobao	7-Jul-09	Press Conference
No action to be taken against previous Exco of AWARE	Nadzri Eunus	Berita Harian	7-Jul-09	Press Conference
Women should stand up and be counted-Free Speech Your Say	Denise Chen	Cleo	1-Jul-09	Feature Article
Candid Interview With Dana Lam	Jaclyn Lim	Her World	July issue	Feature article
Divorce is Last Resort	Dana Lam	Straits Time Forum	3-Aug-09	Forum
Young Crusaders-'Rape within marriage is still assault'	Cassandra Chew	Saturday Straits Times	15-Aug-09	Feature
National Day Rally	Kim Hoh	Straits Time	17-Aug-09	Refers to AWARE in National Day Rally Speech
National Day rally	Ng Tze Yong- Lee Wee Keat	TODAY	17-Aug-09	Refers to AWARE in National Day Rally Speech
\$400 cash and a tequila shot	Benson Ang	The Newspaper	25-Aug-09	Break in at AWARE
A New Spark to the issue	Ong Dailin	Today	4-Sep-09	Dana's quotes on Sexuality Education
AWARE survey shows women unaware about financial products	Saifulbahri Ismail	938 Live Website	17-Sep-09	Refers to the ipac Press Conference and Survey
AWARE Ipac collaboration on financial clinics and seminars	Nadzri Eunus	Berita Haran	18-Sep-09	Refers to the ipac Press Conference and Survey
Survey shows that local women's financial situation is good	Goh Shuxian	Lianhe Zaobao	18-Sep-09	Refers to the ipac Press Conference and Survey

Singapore women don't know how to grow their wealth	Yang Danxu	My Paper online	18-Sep-09	Refers to the ipac Press Conference and Survey
Singapore women don't know how to grow their wealth	Yang Danxu	My Paper	18-Sep-09	Refers to the ipac Press Conference and Survey
Reward firms that hire pregnant women	Tan Joo Hymn	Straits Times Forum	19-Sep-09	Forum letter on fighting workplace discrimination
Women unsure in money issues	Smitha Krishnaswamy	Straits Times	22-Sep-09	Financial Program Feature
Josie Lau leaves DBS	Alicia Wong	Today	26/27-Sep-09	Mention of AWARE
Secularism in Singapore	K Kesavapany	Straits Times	30-Sep-09	Mention of AWARE Saga
A New Spark to the issue	Ong Dailin	TODAY	1-Oct-09	Dana's quotes on Sexuality Education
Ministry Releases guidelines for vendors		The New Paper	8-Oct-09	CSE Mentioned
Vendors to be vetted Vigorously	Jeremy Koh	TODAY	8-Oct-09	CSE Mentioned
Vendors Okay with new rules	Ansley Ng	TODAY	8-Oct-09	Sexuality Education
Successful woman to support house husband, kids	Crystal Chan	The New Paper	20-Oct-09	Lelia Lim's comment on Work Life Balance
Can Your Salary Save the World?	Tan Lili	Her World	Oct Issue	Schutz Lee on ipac
AWARE and ipac to help women better plan for their financial needs	News	Invest	Oct/Nov-2009	ipac- Aware collaboration
AWARE and ipac to help women better plan for their financial needs	News	Invest	Oct/Nov-2009	ipac- AWARE
Ladies Prefer Bonds	Floyd Cowan	Wealth	Nov-09	ipac Aware Survey
Ladies Take Charge	Jace Tay	Smart Investor	Nov-09	ipac Aware
We can do more human touch	Yap Ching Wi	The Good Paper	19-Nov-09	Community organization
PM-Always be mindful of harmony	Zakir Hussain	Straits Times	21-Nov-09	PM- always be mindful of Harmony
Sharing their tales	Neo Chai Chin	Today	23-Nov-09	VAW-Dana's comments featured
Kudos for step to boost dad-child	Dana Lam	Straits Times	24-Nov-	Dad-child

bonding			09	bonding
Assessing media Coverage	Tan Tarn How	Report at SP	1-Dec-09	Aware Saga
ST fair,objective,balanced:Report	Cai Haoxiang	Straits Times	4-Dec-09	Aware Saga
Maids are not free to change jobs at will	John Gee,Dana Lam	Straits Times	5-Dec-09	FDW
From Fashionable mum to 'feminist mentor'	Cassandra Chew	Straits Times	18-Dec-09	About Thio Su Mien - AWARE saga referred to
Aware saga has strengthened her	Goh Chin Lian	Straits Times	27-Dec-09	About Josie Lau

Programme / Sub Committee Reports

AWARE 2009 PROGRAMME REPORT FOR ANNUAL GENERAL MEETING IN 2010	
NAME OF PROGRAMME	Support Services
1.	<p>Staff:</p> <p>Kerry Wilcock remained as Manager of Direct Services in 2009 and Grace stayed on as Direct Services Executive of AWARE, where she assists Kerry with the administrative aspects of the services and provides direct support for case work aspects of client's needs, helpline and befriending. Grace is in her 2nd year of her Bachelor of Counselling at SIM and she also completed 50hrs of supervised counselling in October 2009. Arati Mali was asked to join the Direct Services team after she had completed her Masters and Internship from Monash University. She joined SS on the 16/2/09. Arati has also completed the Helpline training in Intake 33.</p> <p>Kerry's role was to continue to support Helpline, Befrienders, Counselling, and Legal Clinic. Kerry is also a representative on Society against Family Violence Committee and Clementi Family Violence Working Group. As part of the Clementi working group, she assisted in training Religious Leaders in the community of Family Violence issues.</p> <p>Staff Training & Development</p> <ul style="list-style-type: none"> - Kerry attended training called "Play of Life" from 10th -13th Feb - Arati was booked in for "Techniques of Couple Counselling" for December 2009, but postponed to February 2010-05-13 - Grace attended House-Tree-Person Assessment Skill in September 2009 <p>Networking, Training and Outreach</p> <p>South West CDC Networking appreciation dinner attended by Kerry on 13/2. Kerry attended Clementi FV networking group throughout 2009 and Society Against Family Violence. Visits to the centre were attended by staff and they presented where necessary at the AmCam Meeting and Korean visit. Specific session was prepared for NUS Social work students and SACS Family Crisis Shelter. We attended various outside events such as Maintenance Focus Group at SCWO, ASEAN Child Sex Tourism input at MCYS, Aids Candlelight Memorial, at SMU, Children and Law Conference, Swissotel.</p> <p>We represented the organisation at Raffles Community Leaders Forum "Dating & Domestic" as a panellist, Women at Intel Network (WIN) and participated in ASEAN Human Right Workshop, Conference on Religious activism and Gender Issues, Family Violence Symposium. Protecting Vulnerable adults from Violence, WINGS Support Group Workshop, NTUC publication of "going solo" book, and a Financial seminar run by</p>

Ipac and AWARE.

Aside from the regular Helpline training, Direct Services ran 3 other seminars and/or workshops. "Befrienders" Training for NTUC female Union Leaders, "Where's there's a Will there's a way" with Malathi Das and counselling training for staff at DSC clinic.

Management of Direct Services during 28/3/09 to 2/5/2009

The AGM on the 28/3/2009 raised several concerns for our department. Some of the main concerns during this period of time were confidentiality of client's information as the new Exco made request to see all our client information. An increase of male volunteers in the centre also added to the centre feeling a 'unsafe space' for women to come for counselling. Despite the request for the waiting area to be used for clients coming for counselling, there was a complete lack of interest to work together to provide a space for clients. Cameras and a new locking system were put in place without any consultation of staff, and as a consequence some clients did not feel comfortable coming to a centre where they were being monitored. There were 16 cancellations of counselling during April, whereas normally there was only half this amount.

Support for counsellors was provided by Counselling and Care Centre on the 30th April 09 with Ruth Chua and Anthony Yeo. Helpliner Debriefing Sessions were run by Aditee Ghate, one of the AWARE Helpline Trainers, to provide support for Helpliners to process the impact of recent events. This took place on two occasions. Once was with the new Helpliners in Intake 35, which commenced on the 5th May and another session took place on the 19th May for existing Helpliners.

Interns

Kushboo Shahdadpuri (Generalist) completed Data Call system inputs, Fact Sheets for AWARE Website.

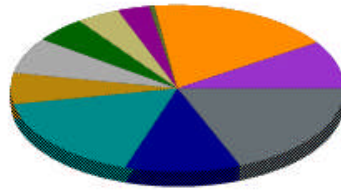
Shibani Pandya (Generalist) completed her internship by 24th July. During her internship she assisted with collating advocacy issues and Helpline statistics, Re-design notice boards in Direct Services, Library input, and amendments to Volunteer presentation.

Tan Ser Hong (Generalist) completed her Internship. During July she continued collating statistics, marking for helpline exam, and reorganizing the resource files for helpline. She also assisted us in Befrienders Training for NTUC female Union Leaders

Jill Shepherd (Counselling) - Jill Shepherd started practicum as a counsellor on the 17/3/09. She completed 60hrs of face to face counselling. Jill also assisted in the Befrienders Training for NTUC.

Caris Lim (Counselling) started her counselling internship for her Masters in August 2009 and will completed it in April 2010. She needed to complete 60hrs of Face-to face counselling also. Caris also assisted in the Befrienders Training for NTUC.

2.	<p>Helpline:</p> <p>Number and type of calls: A total of 2563 calls were received for Year 2009. An increase of 34% has been seen. Though the numbers of calls increased during and after 2 May, we were already seeing an increase in January 2009.</p> <p>Helpliners In 2009 we trained another 25 new Helpliners. A total of 60 active Helpliners volunteered in the Helpline Service for Year 2009. Active volunteers are measured as those who volunteer on average 2 times per month. During Year 2009, two intakes of helpline trainees (Intakes 35 and 36) were completed.</p> <p>A caller satisfaction survey on Helpline Service, requested by NCSS, was conducted throughout the whole year, monitoring 10% of all calls. Results indicated 86% of callers rated the service as above average.</p> <p>We launched our new Call Data Management system on 3rd August 2009. Information related to helpline callers were previously written by hand and stored in arch files. AWARE proposed that we implement a more effective paperless call centre management. The call management system planned to provide an efficient way of collecting and retrieving call data logs, allow volunteers to log in remotely and roster themselves, and to also produce relevant reports and search for advocacy issues with greater ease.</p> <p>Direct services requested that Ncode import 5 yrs of basic data (excel spread sheet format) into the system. Currently we have a team of volunteers who are typing in the details of each call, so as we can build upon our knowledge of issues that our callers have been facing. We have managed to backdate data from Jan-July of 2009 as we only commenced using the system in August 2009. We have managed to backdate another 8months of 2008 data at this stage. For the first 3 months, we updated Ncode on errors with the system, of which they have corrected immediately. We are having fewer issues to date, but still need to correct our legal clinic report.</p> <p>Advocacy Issues</p> <p>Issues arising during Helpline Calls, Counselling, Legal Clinic and Befrienders services from January – December 2009 are seen below:</p>
----	---



MA (Marital), LE (Legal) and AB (Abuse) being some of the tops issues presented to us. MI (Miscellaneous) also being quite high and representing regular callers. Some of the keys issues we tracked during 2009 were sexual harassment in the workplace, issues that foreign brides are facing, and unfair dismissal due to pregnancy. We made contributions to magazines, newspapers and television media on some of these areas and more. We also made a contribution to the CEDAW Shadow report.

Funding

The annual funding from Singapore Totalisator Board NCSS was \$33,465 for the period 1 Jan 2009 to 31 Mar 2010.

Media Publicity

- Raffles Junior College interview Kerry on Dating violence in February 2009
- Positive Psychology interview with Kerry Wilcock in March 2009.
- "No money, No honey" Straits Time, April 2009
- Campaign against marital rape July 2009
- Mediacorp radio advertisement for Helpline October 2009
- "Welcome to the WIN Sisterhood" on Nanzinc in October 2009
- Chinese Radio - Date Rape Interview Dec 2009

Maintaining and Gather new commitment of Volunteers

Staff from Direct Services attended and presented at New members/volunteers orientation held on the 2nd Feb, 6th April, 16th Sept and 19th Nov.

A Graduation / Helpline Party was organized for Year 2009 on the 15th April, to bring volunteers from Support Services together to motivate and cultivate bonding. Regular volunteers were given the opportunity to attend VCF funded training, in order to enhance their skills.

Helpline refresher training offered topics such as hypnotherapy and solution-focused therapy as in house training.

3.	<p>Face-to-face Counselling and Group work:</p> <p>The counselling department had some changes in the team and introduced regular group supervision. Three sessions took place in 2008, and we look forward to seeing further development of the counselling team at AWARE. The services are offered by Counselling and Care Centre. The team comprised: Brenda Wee, Caris Lim, Arati Mali, Veronica Wong, Grace Phua, Anita Mukerjea and Kerry Wilcock.</p> <p>181 new face-to-face counselling cases were registered in Year 2009. The work involved 410 counselling sessions, an increase of 228% in sessions from 2008. A sum of \$5408 was collected in fees, of which \$1865 contributed to counsellors (excluding Staff and Interns) for travel costs.</p> <p>We saw 14 clients attend AWARE for Casework. Most of these were walk in cases, which were handled by staff.</p> <p>Client satisfaction survey on Counselling Service, requested by NCSS to obtain feedback from 30% of clients who came for counselling, was conducted for 47 clients out of 181 for Year 2009. Results indicated that 83% of clients surveyed have rated the service received from counselling service to be above average.</p>
4.	<p>Legal Clinic:</p> <p>Coordinator : Swanur McGowan/Poonam Mirchandani</p> <p>147 women came to the Legal Clinic for Year 2009. This represent a 38% increase when compared to Year 2008.</p> <p>The lawyers who made the service possible were: Swanur McGowan, Tan Ming Fen, Ashok Chugani, Halijah Mohamad, Poonam Mirchandani, Malathi Das, Sumithira Nadarajah, Dipti Jauhar, Leong Chooi Peng, Haslynda Dahlan, Lalita, Rejini Retnam, Winnifred Gomez, Wong Yu Chien, Sugidha Nithi.</p> <p>Other volunteers who assisted at the Legal Clinic with pre-counselling and registration of clients. They were Anita, Caris, Jill Shepherd, Poh Bee Tong, Rachael Tan and 2 Interns. Ser hong and Shibani Pandya.</p> <p>Client satisfaction survey on Legal Clinic Service, requested by NCSS, was conducted over 12 sessions of Legal Clinic for Year 2009. Results indicated that 90% of clients surveyed have rated the service received from Legal Clinic to be above average level.</p>
5.	<p>Befriender Programme</p> <p>AWARE assisted with 21 visits, which was a 31% increase from 2008. We utilised 5 active Befriender Volunteers and the staff plays an active role also, especially in immediate or complicated cases. Most clients</p>

	indicated that they found the service supportive and it has increased their future safety.
--	--

Submitted by: Kerry Wilcock

Date Submitted: May 2010

AWARE 2009 SUBCOMMITTEE REPORT FOR ANNUAL GENERAL MEETING IN 2010

NAME OF PROGRAMME	Aware Training Institute
SUB COMM / PROJECT LEADER:	From January to March 2009: Roopa Dewan From May to December 2009: Corinna Lim Staff: ATI Manager, Mardiana Abuniam (till end November), Wong Mei Ling (from December)
SUB COMM / PROJECT MEMBERS:	FIT: Robin Rheaume, Schutz Lee, Joanne D'Cruz Women in Conversations: Robin Rheaume and Sabina Leah-Fernandez WSH: Veronica Wong, Tashia Peterson, Caris Lim
SUB COMM / PROJECT VOLUNTEERS:	
MAIN ACTIVITIES IN THE YEAR (100 words or less per item)	ATI organized and developed programs such as Financial Intelligence Training (FIT) with the ipac, Workplace Sexual Harassment, Women in Conversations, Body Image, , along with various workshops. In addition, <u>the Comprehensive Sexual Education program was terminated.</u>
Termination of CSE Program	<p>This programme was launched in 2008. In 2009, from January till March, AWARE actively marketed and conducted CSE to secondary schools. CSE was generally well received by 176 students from 4 secondary schools. ATI conducted a total of 7 basic workshops and 2 advanced workshops at these schools.</p> <p>The feedback received from both the schools and students who attended the workshops was very positive and several schools contacted AWARE for repeat workshops. AWARE also received a number of requests from polytechnics to conduct talks on safe sex and sexually transmitted diseases (STIs) and for CSE workshops.</p> <p>However, in May 2009, the Ministry of Education suspended the CSE programme in all schools following a negative public campaign by the faith-based group who took over AWARE between 8 March and 2 May. AWARE ceased marketing CSE.</p> <p>Total No of Participants: 176</p>
Development of New WSH Program	<p>Following from AWARE's 2008 workplace sexual harassment (WSH) survey AWARE developed three workshops to train a) companies; b) employees; c) schools; to deal with WSH.</p> <p>Trainers comprised people with experience in Human Resource Management, Law, Counselling, Women's Rights (CEDAW).</p> <p>Development period: 9 July 2009 - 26 November 2009. WSH workshop was piloted in-house on: 9th December 2009 and in a corporation (Hitachi Global) on 15 December 2009.</p> <p>The programme has been further refined based on feedback received at both sessions. The feedback was generally positive.</p> <p>Total No of Participants: 85</p>

FIT	<p>AWARE, in collaboration with IPAC, a financial consultant, conducted in 2009 a series of public workshops to educate women on managing their finances as well as financial clinics to provide budgeting and financial management advice to financially distressed women. This series continues in 2010.</p> <p>Total No of Participants: 43</p>
Women in Conversation	<p>AWARE adopted a new format of small and intimate group discussions, "Women in Conversation", to allow participants to share information and experiences on personal topics such as Marriage, using contraception, dating and pressures on single women. The aim was to encourage participants to engage more deeply in these sensitive and personal topics and for AWARE to understand the pressures and needs of women in the particular demographic.</p> <p>Four sessions were conducted, each dealing with a specific topic.</p> <p>Total No of Participants: 35</p>
Body Image	<p>AWARE conducted a total of 8 talks at AWARE, in various institutions, and different schools, including schools listed below:</p> <ol style="list-style-type: none"> 1. Hwa Chong Junior College on the 6th of August AWARE centre (members talk) on the 30th of June Total no of participants: 8 2. TMC educational group on the 12th of May and the 19th of May 91 students attended both talks <p>Total No of Participants at all schools: 1142</p>
Body Image - "Beauty Redefined Photo Exhibition	<p>The beauty redefined exhibition, initiated in August 2008, was held at 9 high traffic venues in 2009, including:</p> <ul style="list-style-type: none"> • Hwa Chong Junior College on the 17th of August • Singapore Polytechnic on the 17th of July to the 7th of August. • DBS Arts House on the 27th of May to the 30th of May. • Republican Polytechnic: 15 to 30th June • NTU, School of Communications until 27th April. <p>Total No of Participants: 1432556²</p> <p>One success story was the student project in Singapore Polytechnic, called "Love Yourself" Campaign. AWARE supported this campaign by providing the students with information about body image and displaying the Beauty Redefined exhibits.</p> <p>The campaign was a success as the objectives of the campaign were met.</p>

² *This is a measure of the number of persons who walked through the gates where the exhibition was housed, not the number who actually viewed the exhibition. This figure is thus not included in the total outreach numbers.

	<p>A total of 521 pledges were received from students who promised to love their physical appearance regardless of their shape, size, colour or height. An estimate of 1500 female students visited the exhibition.</p> <p>Total No of Participants: 1500</p>
Member Workshops	<p>Kapap Personal Defense Workshop Date: July 2009. No of participants: 20</p> <p>Fear Management, through Self Assertiveness workshop Date: 16th July 2009. No of Participants: 18</p> <p>Women's Personal Safety Workshop Date: 13th July 2009 No of Participants: 9</p> <p>Succession Workshop Date: 25th July 2009. No of Participants: 16</p>
Counselling Courses Offered to Other Organisations	<p>Counselling Course for DSC clinic Date: 1st August at DSC clinic</p> <p>Customized training course meant for DSC's medical health advisor, nurses and admin staff who have direct contact with patients who are diagnosed with HIV and sexually transmitted diseases.</p> <p>No of Participants: 28</p>
Ad Hoc Events	<p>On November 25th, AWARE presented a talk on our advocacy work toward women and violence as a part of <i>Women's Worth</i>, Ngee Ann Polytechnic's conference in conjunction with White Ribbon day. During the fringe event, we also distributed flyers to get male students to pledge online against violence on women.</p>
Website	<p>AWARE actively uses its website (www.aware.org.sg) to raise awareness of issues on which it trains champions and to publicise its training events and activities. Its website includes information on topics like Eating Disorders, Body Image, Dealing with Sexual Harassment.</p>
FUTURE PLANS, IF ANY (100 words or less per item)	<p>AWARE is planning to do a public launch of its WSH programme (April 2010), and is planning to take part in the Love and Lights Festival (27 Feb). It will also update its proprietary FIT programme to offer this to the public.</p>

Submitted by: Corinna Lim
Date Submitted: 30 July 2010

AWARE 2009 SUBCOMMITTEE REPORT FOR ANNUAL GENERAL MEETING IN 2010

NAME OF SUBCOMMITTEE / PROJECT	CEDAW
SUB COMM / PROJECT LEADER:	Braema Mathi
SUB COMM / PROJECT MEMBERS:	Halijah Mohammed, Azmeen Moiz, Sarah Chalmers, Tashia Peterson, Raqvind Kaur, Soh Kwan Mei, Clementine Yap, Lee Sze Yong, Veronica Yeo, Ng Pei Shan, Chen Siya, Tenley Peterson, Lee Yen Yen, Ketki Madane, Sunita Menon, Amrata Datta, Mathia Lee, Veronica, Kwek Joo Hwey, Kerry Wilcock, Caris Lim, Poonam Mirchandani.
SUB COMM / PROJECT VOLUNTEERS:	
MAIN ACTIVITIES IN THE YEAR (100 words or less per item)	
1.	Shadow Report - Most of the work was on getting the drafting done
2.	Muslim women focus – Halijah and Braema kept abreast with Muslim women’s issues.
3.	Propose to set up committee to review issues relating to foreign spouses in Singapore
4.	Training modules and Book still to be done
FUTURE PLANS, IF ANY (100 words or less per item)	CEDAW needs to be mainstreamed into AWARE’s work. We will need to develop and conduct training programmes for new volunteers and staff. We also need to advocate on certain areas in a concerted manner at organizational level.
	Thank you for the recommendation for the Train the Trainer Programme on CEDAW

Submitted by: Braema Mathi
 Date Submitted: 2 August 2010

AWARE 2009 SUBCOMMITTEE REPORT FOR ANNUAL GENERAL MEETING IN 2010

NAME OF SUBCOMMITTEE / PROJECT	Work-Life Harmony
SUB COMM / PROJECT LEADER:	Lelia Lim-Loges / Tan Joo-Hymn
SUB COMM / PROJECT MEMBERS:	(those remaining) Schutz Lee, Chia Pei En, Ananthi Pawade, Priyanka Awasthi, Robin Lim
SUB COMM / PROJECT VOLUNTEERS:	Ameera Yani bte Diauddin, Chelsea Lu, Peh Swee Ting, Cassandra Soh Xiang Ning, Nur Syazwani Bte Supardi, Linda Tan, and Afiqah bte Yusoff.
MAIN ACTIVITIES IN THE YEAR (100 words or less per item)	Discussion, engagement with stakeholders, design of survey, execution of survey, collation of survey results, survey write-up
1.	Engagement of topic with MCYS and MOM
2.	Design of Survey
3.	Kick off with Survey Gizmo
4.	Street surveys to supplement
5 .	Collation of results
6.	Report writing
FUTURE PLANS, IF ANY (100 words or less per item)	To encourage a secondary group to delve deeper in pertinent issues of legislative impact and support for working mothers.

Submitted by: Lelia Lim

Date Submitted: 26 June 2010

AWARE 2009 SUBCOMMITTEE REPORT FOR ANNUAL GENERAL MEETING IN 2010

NAME OF SUBCOMMITTEE / PROJECT	Singles in Singapore Sub-committee
SUB COMM / PROJECT LEADER:	Chew I-Jin
SUB COMM / PROJECT MEMBERS:	Chew I-Jin, Connie Singam, Lillian Wong , Teng Siao See, Roslinah Rajab, Raqvind Kaur, Yvonne Edwin, Yu-Mei Balasingamchow, Zeng Meiling, Lenny Limanto, Ha Pham Doan Trang, Sampson Yee, Tan Peh Li, Regine Lim
SUB COMM / PROJECT VOLUNTEERS:	As above
MAIN ACTIVITIES IN THE YEAR (100 words or less per item)	
1.	The sub-committee was reformed and met on Dec 7, 2009. New members were welcomed on board as the sub-committee had been suspended in April 2009.
2.	A budget proposal was prepared for an appeal for funds to be made.
3.	A research programme was drawn up for the period Jan –Dec 2010.
4.	Research parameters were drafted for January 2010 meeting.
FUTURE PLANS, IF ANY (100 words or less per item)	Conduct research by team and a public survey.
	Seek necessary expertise to help with project.
	Appoint a researcher to assist in drafting of report upon approval of funds.
	Complete report and make recommendations.

Submitted by: Chew I-Jin

Date Submitted: 30 July 2010

AWARE 2009 SUBCOMMITTEE REPORT FOR ANNUAL GENERAL MEETING IN 2010

NAME OF SUB COMMITTEE	Fund Raising (Standing)
SUB COMM / PROJECT LEADER:	Dana Lam (chair), Tan Joo Hymn, Joanna D’Cruz
SUB COMM / PROJECT MEMBERS:	<p>Top Girls: Leslie Ho (chair), Nancy Griffiths, Kerry Wilcock, Jacqueline Chan, Regine Lim, Kathy Birbeck, Tan Joo Hymn</p> <p>Flag Day: Rina Marie and Selina Gan (staff)</p> <p>Blue Mansion Film Premiere: Suzanna Adahar (chair), Winnie Cheung, Lillian Wong, Alexandria Chan, Lim Seow Yui</p> <p>Gila Gala: Christine Sng-Mechtler (Chair), Geraldine Low (adviser), Casey Chen, Ivy Teo, Charles Duff, Kay, Maya, Eugenia, Daniel Hoo</p>
MAIN ACTIVITIES IN THE YEAR (100 words or less per item)	<p>Top Girls. Thank you to Leslie Ho and her team for seeing the fundraiser through. The AWARE collaboration with Wessex Theatre was commissioned by the 23rd Exco in 2008. The award winning play by Caryl Churchill was staged at the DBS Auditorium in June 2009.</p> <p>Flag Day. Thanks to Programme Executive, Rina Marie and Centre Manager, Selina Gan for their leadership of the collections in August.</p> <p>Blue Mansion Film Premiere Director Glenn Goei generously offered the Singapore premiere of The Blue Mansion, his comeback movie, a comic-satire, as a fundraiser. Representatives of the Exco previewed the movie in July. Suzanna drove the fundraiser for AWARE. Lillian Wong managed the ticketing aspects. The movie was screened on 14 (Gold Class exclusive) and 15 Oct at the GV Grand. The premiere and an auction on the 14th earned over \$41,000 –the highest grossing for a film screening by AWARE.</p> <p>We thank Suzanna especially for her substantial contribution to the success of the project and for her efforts to pass on the knowledge to the AWARE staff. We also thank Winnie Cheung for her help with doing the budget for the project.</p> <p>Gila Gala The idea to develop a ‘signature’ fundraising event that could go onto Singapore’s social calendar every year was discussed in June. A ‘Gila Gala’ was proposed and an organizing committee formed in late July. The Gala was scheduled for March 2010 with a target of \$150,000. The committee met three times in July, August. Dana called for a re-think in late August owing to lingering reservations she had over the name and concept. The gala was aborted. The idea of a dinner cabaret or pop concert was explored with veteran performer and fundraiser Ivan Heng and the artiste Pam Oei. In November, Pam confirmed she would produce and direct an all-woman concert as a fund raiser for AWARE.</p> <p>We thank the Gila Gala organizing committee, especially its chair, Christine Sng-Mechtler, for their understanding and work done.</p>
FUTURE PLANS	To set up a committee to steer the all-women's concert.

Submitted by: Dana Lam, August 2010

AWARE 2009 SUBCOMMITTEE REPORT FOR ANNUAL GENERAL MEETING IN 2010

NAME OF SUBCOMMITTEE / PROJECT	Human Resources (Standing Sub-Committee)
SUB COMM / PROJECT LEADER:	Nancy Griffiths (3 May to 3 Sept) /Lillian Wong.
SUB COMM / PROJECT MEMBERS:	Margaret Thomas, Dana Lam.
SUB COMM / PROJECT VOLUNTEERS:	
MAIN ACTIVITIES IN THE YEAR (100 words or less per item)	
1.	Nancy Griffiths tendered her resignation from the Exco on 4 Sept 2009. The Sub Committee has since then functioned as a resource for the Centre. This included guidance on all HR and HR related matters
2.	HR Meeting in November on Organisation Structure: Members of the sub-com together with Chew I-Jin and Corinna Lim, and 2 consultants Cathy Johnson and Winnie Cheung met to craft the Organisation Structure for the professionalisation of the Secretariat.
3.	Executive Director (ED) Recruitment – focus in 2009 was to find the ED. In-principle agreement was reached at the end of 2009 to appoint Corinna Lim as Executive Director.

Submitted by: Lillian Wong

Date Submitted: 23 August 2010

AWARE SUBCOMMITTEE REPORT 2009 FOR ANNUAL GENERAL MEETING IN 2010

NAME OF SUBCOMMITTEE / PROJECT	Finance (Standing Sub-Committee)
SUB COMM / PROJECT LEADER:	Lim Seow Yuen
SUB COMM / PROJECT MEMBERS:	Lillian Wong, Winnie Cheung
SUB COMM / PROJECT VOLUNTEERS:	
MAIN ACTIVITIES IN THE YEAR (100 words or less per item)	
1.	Audited the following fundraising accounts <ul style="list-style-type: none"> - Top Girls - Blue Mansion - Flag Day -
2.	Reviewed Monthly Financial Reports to ensure accuracy
3.	Winnie Cheung undertook a review of Accounts and presented a Financial and Management Structure Report.
4.	
5	Seow Yuin, Lillian and IJin did the internal review for expenses incurred by Josie Lau's Exco for the period they were in office including the 2 May EGM expenses
FUTURE PLANS, IF ANY (100 words or less per item)	

Submitted by: Lim Seow Yuin

Date Submitted: 30/07/2010

AWARE 2009 SUBCOMMITTEE REPORT FOR ANNUAL GENERAL MEETING IN 2010

NAME OF SUBCOMMITTEE / PROJECT	Website
SUB COMM / PROJECT LEADER:	
SUB COMM / PROJECT MEMBERS:	Margaret Thomas Robin Rheaume Hafizah Osman Elaine Tay
SUB COMM / PROJECT VOLUNTEERS:	
MAIN ACTIVITIES IN THE YEAR (100 words or less per item)	The subcommittee was formed in June to revamp the Aware website. The aim was to turn it into a more effective channel of communication with members and with the public in general. The redesign and rebuilding of the site was done between June and August 2009, and the new site was launched at the end of August.
1. Information about Aware.	This is 'static' or corporate content that does not change much.
2. News	News about Aware's activities
3. Features and Commentary	Features and commentaries by Aware staff, members and volunteers about women, women's issues and related matters.
4.	Fresh content is put on the site at least once a fortnight, and members and others on our mailing lists are informed about the new content via a fortnightly newsletter.
5	Between 1 September and 31 December 2009, the site recorded a total of 55,427 pageviews, or 3,460 pageviews a week. (A 'pageview' is recorded every time a visitor to the site views a page.) On average, each visitor spent 3.36 minutes on the site and viewed 2.94 pages.
FUTURE PLANS, IF ANY (100 words or less per item)	

Submitted by: Margaret Thomas

Date Submitted: 30 July 2010

AWARE 2009 SUBCOMMITTEE REPORT FOR ANNUAL GENERAL MEETING IN 2010

NAME	IT Subcommittee
LEADER	Robin Rheume
MEMBERS	Callan Tham, Kerry Reutens, Yan Chia
EXCO LIASON	Hafizah Osman
MAIN ACTIVITIES IN 2009	<ul style="list-style-type: none">• Maintain and upgrade centre's hardware and software• Handle all backend website adjust (ie programming, Wordpress hacks, etc)• Member database development• Leverage use of technology wherever possible• Assist centre staff with IT problems• Troubleshoot errors including webhosting issues
ACTIVITIES	SEE ATTACHED PAGE FOR DETAILS OF ACTIVITIES
FUTURE PLANS	<ul style="list-style-type: none">• 2010 sees some hardware upgrades and maximizing use of donated equipment• Ongoing upgrade of member database functionality• Depending on volunteer availability, we intend to create an online searchable database of our newspaper clippings and research

Submitted by: Robin Rheume

Date Submitted: 30 July 2010

IT Subcommittee 2009 Activities (Continued)

Centre IT:

1. **E-mail:** After experiencing severe and frequent service disruptions to email due to vendor problems, we moved our server to Gmail apps. Service has been flawless since and is free. The @aware.org.sg addresses remain intact.
2. **Back-up:** Back-up server put in place. Previously there was no data back-up for the server. A Buffalo Tera station was purchased for ~\$2000 and installed by Callan and Kerry. **Software:** Software licenses were reviewed and replaced with open source alternatives, where possible. All PCs and laptops in the centre have been updated with latest software patches and malware apps.

Member Database:

3. Completely revamped the member database moving it to an online system with real-time updates.
4. Added functionality includes reporting, usage statistics, custom member messages, direct PayPal communication to track membership and events payments.
5. The volunteer database has also been integrated with the online member database.
6. Automatic emails are now sent to members shortly before membership expiry with direct link-through to renewal page.

Other developments:

7. We installed a web-based self-subscribing mailing function which allows visitors to sign-up to receive our daily new updates with those interested.
8. We have integrated a news feed from Delicious (a social bookmarking system) into the website and now have volunteers adding stories to that list on a daily basis bringing visitors links to relevant news on women's issues from around the world.
9. The centre's library catalogue is now made available through the website using Library Thing (another 3rd party social service).
10. After the EGM, Flickr web-albums were created to share AWARE photos with the world (this was recently have been integrated into the site as galleries).

AWARE 2009 SUBCOMMITTEE REPORT FOR ANNUAL GENERAL MEETING IN 2010

NAME OF PROGRAMME	State of the Nation's Women's Report (SNOW)
SUB COMM / PROJECT LEADER:	Dana Lam (initiator)
SUB COMM / PROJECT MEMBERS:	Yap Ching Wi
SUB COMM / PROJECT VOLUNTEERS:	
MAIN ACTIVITIES IN THE YEAR (100 words or less per item)	<p>The project was announced in June and intended for completion in 2011 as an update on AWARE's first report on the status of Singapore Women published in 1987. The project was intended to fulfill the objectives of capacity building and outreach as well as deriving a more intimate picture of Singapore women - their livelihood, ambitions and concerns as a compendium to the formal CEDAW shadow report. A framework for the project was drafted with help from Yap Ching Wi in July and presented to members and AWARE staff for buy-in and follow up. As this was to be a lead project for the next two years, and ambitious in scale, it was decided that a research director was necessary to drive it. In subsequent months, the project was stalled as the search for a research director was held over as priority was given to more pressing fundraising needs and the search for an Executive Director to professionalise AWARE.</p> <p>Application to UNIFEM International for a grant for the SNOW project in September 09 was unsuccessful. However, a small grant of \$30,000 was made available from Chen Su Lan Trust for this project.</p>
FUTURE PLAN	The AWARE Research Director when engaged will re-scope and drive the project.

Submitted by: Dana Lam
Date: August 2010

AWARE 2009 SUBCOMMITTEE REPORT FOR ANNUAL GENERAL MEETING IN 2010

NAME OF PROGRAMME	Publications in Memory of Raj Verma
SUB COMM / PROJECT LEADER:	Dana Lam/ Margaret Thomas
SUB COMM / PROJECT MEMBERS:	
SUB COMM / PROJECT VOLUNTEERS:	
MAIN ACTIVITIES IN THE YEAR (100 words or less per item)	<p>Dana and Margaret met with Christopher Chen and Vidula Verma, family of the late Raj Verma to discuss their donation of \$30,000. It was agreed that a series of informational publications helpful to women would suit the purpose. These should bear the line "In Memory of Raj Verma". We agreed there should be a launch event for the series. AWARE to revert with details.</p> <p>Support Services Manager Kerry Wilcock was briefed by Corinna Lim to propose topics for consideration.</p>
FUTURE PLAN	Aim to bring out the first of the series in November 2010.

Submitted by: Dana Lam
Date: august 2010

Statutory Information

Affiliation & Registration

1.	National Council of Social Service (NCSS)	Full Member
2.	Singapore Council of Women's Organisations (SCWO)	Ordinary Member

Registration

Registered address	Block 5 Dover Crescent #01-22 Singapore 130005
Financial Year	31 December

	Registration Number	Date of Registration
Registry of Societies (ROS)	188/85CAS	25 Nov 1985
Commissioner of Charities	1871	23 March 2005
Institute of Public Character (IPC)	000025.	1 Sept 2008 to 31 Aug 2010
Unique Entity Number	S85SS0089B	
Executive Committee/Board		<p>The following person were elected into the Board at the Extraordinary General Meeting held on 2 May 2009:</p> <ol style="list-style-type: none"> 1) Dana Lam (President) 2) Chew I-Jin (Vice President) 3) Yap Ching-Wi (Honorary Secretary) 4) Corinna Lim (Assistant Honorary Secretary who resigned to become Executive Director) 5) Tan Joo Hymn (Honorary Treasurer) 6) Lim Seow Yuin (Assistant Honorary Treasurer) 7) Hafizah Osman (Committee Member) 8) Margaret Thomas (Committee Member) 9) Joanna D'Cruz (Committee Member) 10) Nicole Tan (Committee Member who was subsequently appointed Assistant Honorary Secretary) 11) Nancy Griffiths (Committee Member, resigned on 3 September 2009) 12) Martha Lee (Committee

		Member, resigned on 10 December 2009)
Auditors		Cypress Singapore Public Accounting Corporation

REVIEW

Staffing

Staff are recruited locally. As at 31 December 2009, the breakdown of the staff strength is as follows:

Managers	3
Other Professional Staff (Executive Level)	5
Cleaner	1
	7

Remuneration of Board Members

No board member has received any remuneration in 2009.

Remuneration of Top 3 Executives

In terms of Salary Band, the breakdown below:

Salary Band* FY 2009	Headcount
Below \$100,000	0
Below \$50,000	3
TOTAL	3

(*Salary and bonus, excluding employer's CPF contribution)

Reserves Policy

Our reserves position:

	2009	2008	% Increase / (Decrease)
Unrestricted Funds (Reserves)	225,219	179,589	+25.4%
Restricted / Designated Funds:	173,073	228,110	-24.2%
- Building Fund	-	-	
- Education Fund	-	-	
- Others			
Endowment Funds	-	-	
Total Funds ³	398,292	407,699	-2.3%
Ratio of Reserves⁴ to Annual Operating Expenditure⁵	5.6 months	0.58 (7 months)	-18%

For 2010, AWARE intends to build up and maintain its reserves at a level which is at least equivalent to 9 - 12 months worth of annual operating expenditure in view of the 9 - 12 month lead time for grants to be approved and disbursed. It is noted that the recommended reserves policy is 2 - 5 years of operating expenditure. AWARE will work towards meeting this recommendation.

We intend to use the reserves in the following manner:

- a) Maintain reserves in fixed deposits with an established bank for the next 12 months.

The Board regularly **(half year)** reviews the amount of reserves that are required to ensure that they are adequate.

³ Total funds include unrestricted, restricted, designated and endowment funds.

⁴ Unrestricted Funds.

⁵ Charitable Activities and Other Operating and Administration Expenses.

Governance Code Compliance

S/N o.	Code Description	Code ID	Compliance	Explanation (If Compliance in Progress, Not Complied or Not Applicable)
	BOARD GOVERNANCE			
	Board Roles, Composition and Bye-laws			
1	The Board is wholly independent from the paid executive management of the charity. If the governing document permits paid staff to become Board members, they should comprise not more than one-third of the Board.	1.1.2 a	Complied	
2	Paid staff does not chair the Board.	1.1.2 b	Complied	
3	There is a maximum term limit of four consecutive years for the Treasurer (or equivalent) position.	1.1.6	Complied	
	Board Structure			
4	There are Board committees (or designated Board members) with documented terms of reference in place to oversee the following areas, where appropriate: <ul style="list-style-type: none"> a. Audit; b. Programmes and Services; c. Fund-raising; (Applicable to IPCs & Large Charities) d. Appointment / Nomination ; (Applicable to IPCs & Large Charities) e. Human Resource ; (Applicable to IPCs & 	1.2.1	Complied	All Committees have been set up. Terms of Reference for Appointment, Audit and Programmes and Services will be drawn up by end of 2010.

	Large Charities) and f. Investment. (Applicable to Large IPCs)			
	Board Meetings			
5	The Board meets <u>regularly</u> with a quorum of at least one-third or three members (or as required by the governing document).	1.3.2	Complied	
	STRATEGIC PLANNING			
	Vision & Mission			
6	The Board periodically approves and reviews the vision and mission of the charity. They are documented and communicated to the public or its members.	2.1.1	Complied	
	Operations Plan			
7	The Board regularly approves and reviews a strategic/ work plan for the charity to ensure that the activities are aligned to the charitable objectives.	2.2.2	Complied	
	CONFLICTS OF INTEREST			
	Related Party Transaction			
8	There are documented procedures for Board members or paid staff to declare actual or potential conflicts of interest to the Board.	3.1.1	Complied	
9	Board member with conflicts of interest do not vote or participate in decision making in the matter.	3.1.2	Complied	
	HUMAN RESOURCE MANAGEMENT			
	Staff & Volunteers			
10	There are documented human resource policies approved by the Board for paid staff (and volunteers, where appropriate).	5.1.1	Complied	
11	There are systems for <u>regular</u> supervision, appraisal and personal development of the	5.1.5	Complied	

	executive head, paid staff (and key volunteers, where appropriate).			
12	No paid staff or Board member (<i>where applicable</i>) is involved in setting his own remuneration.	5.1.6	Complied	
	FINANCIAL MANAGEMENT & CONTROLS			
	Budget Planning & Monitoring			
13	The Board approves an annual budget for the charity's corporate and programme plans and monitors its budget expenditure regularly.	6.1.1	Complied	
	Operational Controls			
14	The Board ensures periodic internal reviews on controls, processes, key programmes and events.	6.2.2	Complied	
15	The charity ensures internal control systems are in place with documented procedures, approved by the Board, for financial matters.	6.2.3	Complied	Some are in place but we are constantly working to make the systems more rigorous.
	Asset Management			
16	The charity discloses its reserves policy in the annual report.	6.3.1	Complied	Will be complied with for Annual Report of 2009.
	DISCLOSURE & TRANSPARENCY			
17	The charity makes available to its stakeholders an annual report. (<i>Financial accounts are tabled at the Annual General Meeting, if required by the governing document</i>).	8.1.1	Complied	
18	Board members are not remunerated for their Board services.	8.1.2 a	Complied	
19	The charity discloses the exact remuneration and benefits received by each individual Board member in the annual report.	8.1.2 b	Complied	Will be complied with for Annual Report of 2009.
20	The charity discloses annual remuneration of the top three key executives in salary bands	8.1.3	Complied	Will be complied with for Annual Report of 2009.

	of less than \$100,000, and subsequent bands of \$50,000 in the annual report.			
	PUBLIC RELATIONS & CORPORATE COMMUNICATIONS			
21	The charity communicates its mission, programmes or activities to key stakeholders.	9.1.1	Complied	