



**ANNUAL REPORT
FOR THE FINANCIAL YEAR ENDED 2021**





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About Catch Them Young Ltd

Entity information

- Catch Them Young Ltd (CTY) is registered as Company Limited by Guarantee on the 17/11/2015.
- CTY is registered as a charity under the Charities Act (Chapter 37) since 23/03/2020
- Governing instruments are the Memorandum and Articles of Association
- CTY's Financial Year is January to December

Unique Entity Number (UEN) 201540730N	Bankers Overseas-Chinese Banking Corporation Limited
Registered Address 26 Sin Ming Lane, Midview City (S) 573971 #03-118	Auditor S.O. Liang & Co.

Objects

The objects of the Company are to support children, young people and their families, in the participation by children and young people in educational, skills and personal development activities on a long term and sustained basis, in particular to provide courses of instruction and study, activities, publications and events and to maintain an institution for such purposes.

The objects of the Company are to be carried out primarily for the benefit of members of all races resident in the Republic of Singapore.

Our Mission

To ensure equitable access to education and developmental opportunities for children from disadvantaged backgrounds.

Our flagship programme, **CTY-KidsExcel** is a combination of Sports and Academic modules. Through programmes held throughout the year, we aim to develop **Confident, Resilient** children with **Positive learning attitudes**.

Our Beneficiaries




They are children who are recipients of the MOE Financial Assistance Scheme, namely with a Household Income < \$2,750 monthly or Per Capita Income of < \$690 monthly.

We also partner social agencies to engage children from challenging or complex family backgrounds. We offer assistance to all regardless of race, gender or religion.



Leadership

Board of Directors

	Name	Appointment	Current / Past experience
	Mrs Chang Kok Bu <i>(Appointed on 23/03/2020)</i>	Chairperson	Director Auditor-General's Office (AGO) <i>(Retired)</i>
	Dr Quek Jin Jong <i>(Appointed on 23/03/2020)</i>	Director	Principal Officer Director's Office National Institute of Education, Nanyang Technological University <i>(Retired)</i>
	Captain Sylvester Heng <i>(Appointed on 23/03/2020)</i>	Director	Chairman (2014 – 2016) Lions Community Service Foundation Director Special Olympics (Asia Pacific) Managing Director Regional Shipping Services Pte. Ltd.

Notes:

- No board member receives remuneration for services rendered.



CATCH THEM YOUNG LTD

www.CTY.sg

Management Team



Chief Executive Officer

Kevyn Sim Juanq Huei

Date of appointment:
01/03/2022



Deputy CEO

Tan Chia How (Chris)

Date of appointment:
1/3/2020

Acting CEO from
1/8/2020 – 28/2/2022



Programme Director

Lee Mui Cheng Lorinda
Catalina

Date of appointment:
28/03/2022

Notes:

- No staff is involved in setting their own remuneration.
- No paid staff is a family member of the CEO or governing board member of the charity.
- No staff received more than \$100,000 in annual remuneration.

Key Personnel (volunteers)



Advisor for CTY- KidsExcel

Mr Chang Shih Khoon
Date of appointment:
23/03/2020



Treasurer

Mr Eric Tan Geok Kwang
Date of appointment:
23/03/2020

Notes:

- No key personnel receive remuneration for their service.



Message from Chairperson

Catch Them Young Ltd (CTY) is a small Charity with lofty ambitions. We aim to uplift children from vulnerable families by supporting their academic and behavioural development; to secure a better future for them.

Singapore has done well to preserve social mobility. However, there are underserved communities where more could be done to ensure equity in opportunities. In particular, children from disadvantaged families may lack the necessary support for realizing their potential of learning outside of school.

CTY provides regular Sports and Academic programmes (CTY-KidsExcel) to children who require a leg-up at their earliest school going age. We also hold sports leagues and learning journeys to create learning opportunities outside of the classroom.

KidsExcel has proven effective in bringing about discernible change in the academic attainment and behavioural progress of our children. 93% of our pupils passed their PSLE, with half of them qualifying for the Normal Academic / Express stream. Parents surveyed on the whole indicated that their child is more confident and able to express themselves positively.

The challenge in recent years has been to maintain the engagement of our children. While classes have been migrated online to ensure learning is continued, it is an uphill task to keep our children committed and motivated to learn since interaction is limited to a screen. I am thankful that our teachers continue to push through such difficult circumstances, to encourage our children to keep up with their work. Our staff also keep in contact with parents to ensure their child's attendance. Their high commitment to their work has enabled CTY to continue its support for its beneficiaries during the challenging times. With Singapore slowly reopening, we have progressively brought our programmes back on-site.

Our strong network of community partners and schools has given us opportunities to reach out to the more vulnerable groups in the community, and position ourselves as partners for National projects like ComLink, an initiative to support families living in rental housing.

CTY's small charity size has also worked to our advantage, allowing us to be nimble and decisive in addressing the operational challenges brought about by the pandemic. With the continued support of the board and the management in maintaining a robust system of checks and balances and good governance practices, it augurs well for setting up a strong foundation for CTY's future growth.

On behalf of the Board, I would like to thank our Deputy CEO, Mr Chris Tan Chia How who is leaving CTY to further his studies. He has contributed in various capacities since the start of CTY, and has helped to build CTY into a charity. Our best wishes and blessings to him!

I would also like to thank our board members and advisors for their valuable contributions and unrelenting support to bring CTY to where it is today.

I welcome our new CEO, Mr Kevyn Sim Juanq Huei, who has joined CTY in March 2022. I look forward to working closely with him.

Warmest Regards,

A handwritten signature in cursive script, appearing to read "Chang Kok Bu".

Chang Kok Bu (Mrs)

Chairperson

4th June 22



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Message from incoming CEO

I am honoured to have the opportunity to lead CTY as its CEO. I intend to build on CTY's good work and further the reach and depth of its social initiatives.

CTY's goal of identifying and supporting underserved communities is laudable, and I hope to grow and anchor its presence in vulnerable communities as a reliable partner, to both children & their families and community helpers.

I am cognisant of the challenges that CTY faces, being a small charity. I aim to build a strong, like-minded team to overcome these hurdles and achieve CTY's ambition of becoming a reliable partner for Singapore's underserved communities.

I am thankful for the assistance from our partners and donors, and I hope to have your continued support

Thank you.

A handwritten signature in black ink, appearing to read 'Kevyn Sim Juanq Huei', written over a light grey background.

Kevyn Sim Juanq Huei

CEO (*appointed 1st March, 2022*)

4th June 2022



Governance

Board meetings and attendance

A total of 4 board meetings and 1 Annual General meeting were held during the financial year. The following sets out the individual board member's attendance at the meeting:

- Board meeting: 30/03/21
- Board meeting: 24/06/21
- AGM: 25/06/2021
- Board meeting: 28/10/21
- Board meeting: 16/11/21

Name	Attendance
Mrs Chang Kok Bu (Chairperson)	100%
Dr Quek Jin Jong	100%
Capt. Sylvester Heng	100%

Highlights of the Year

Summary Financial Performance

	\$	\$
Total Income	498,068	
Total Expenditure	(338,890)	
Education programme expenses		(243,855)
Administrative & governance expenses		(95,036)
Surplus (before tax)	159,177	

Notes:

- As a registered charity, CTY is subject to regulations of The Charities Act. This includes requirements for adherence to Accounting Standards, Audit and Duties of Disclosure.
- Documented policies and procedures are in place for financial matters in key areas, including procurement, receipting, payment, and quotation sourcing, delegation of authority and limits of approval.



Programmes and Activities

Summary of Programmes and Activities for 2021

Programmes	Impact
KidsExcel	Number of Beneficiaries: 306 pupils Number of programme sites: 9 sites island-wide Number of Session Conducted: 450 sessions ; year-long after-school programmes (KidsExcel)

KidsExcel 2021

KidsExcel focuses on strengthening the pupil's fundamental concepts and skills in English & Math, and aims to instil in its pupils positive behaviour and character. The programme approach is summarized as follows:

1) Long-term and regular engagement of the child.

Weekly enrichment and academic lessons allow our staff to retain regular touchpoints with the child and guide their development.

2) Qualified tutors and coaches with a heart

Tutors and coaches are selected based on their teaching credentials and their experience working with students of similar behavioural and academic profiles. All tutors and coaches selected share the values of the KidsExcel programme

3) Matching pace of lessons to the proficiency of the class.

Classes and classroom activities are tailored to match the learning pace of the class. This is crucial to supporting the learning of weaker pupils, who may need to revisit fundamental topics to reinforce their subject understanding.

4) Sports as an engagement tool

Sports is used as a platform to discuss and practice healthy values such as discipline, empathy and resilience. Sports coaches also serve as emotional anchors for our latch-key children to support their healthy growth. Group activities such as team games also create opportunities for children to bond through play.

In addition, to support the transition to online learning,

- 1) Introduction programmes were conducted** for all pupils to familiarise them with the functions of the online classroom (Zoom).
- 2) Programme coordinators** were on-hand to assist those who had technical difficulties. Coordinators also provided regular class updates and reminders to parents.
- 3) Larger classes were divided up** into smaller groups to ensure that teachers could sufficiently engage each child online.
- 4) Each child was provided with lesson booklets** (Hard-copies) for classes.
- 5) Academic classes were paired with** fitness classes (online) to incorporate physical activity into our pupils' weekly routine.
- 6) Learning devices were also configured to restrict access to distractions** such as games or inappropriate content.



Achievements

KidsExcel's impact is assessed on 2 aspects: **Academic and Behavioural development.**

Academic Development

The progress of the pupils was assessed by using the KidsExcel assessment.

- **English:** 62% of our pupils improved, with 46% of our cohort progressing a letter grade or more.
- **Mathematics:** 53% of our pupils improved, with 42% of our cohort progressing a letter grade or more.

Primary School Leaving Examination (PSLE)

This was a particularly challenging year for our P6 pupils, who face multiple disruptions to their learning during the pandemic.

46 pupils sat for the PSLE exam in 2021.

- **43 pupils passed their PSLE**, despite the learning hurdles posed by COVID-19.
- **20 pupils performed commendably**, qualifying for the Express/Normal Academic stream.
- **3 pupils** will have to **retake the PSLE** the following year. We will continue our support for these children to enable them to pass their PSLE.

We hope to shift the current streaming proportions of children from low-income families to resemble more of national proportions.

Behavioural Development

We surveyed parents (in December 2021) on their perception of their child's behavioural improvements in KidsExcel.

200 participants responded to the survey.

- **78%** of parents indicated that their child was more confident and was able to express himself positively to others. In addition, **84%** reported that their child was more willing to "take on new challenges".
- **76%** observed that their child is more aware of his actions, and that he demonstrates responsibility for his conduct.
- **85%** also noted that their child was more empathetic, demonstrating a willingness to understand and respect the needs of their siblings and peers.
- **77%** of parents reported that the programme was well organized despite the logistical challenges of distance learning, and **80%** agreed that the learning materials are helpful in supplementing their child's learning.



Donors of CTY

We would like to express our heartfelt appreciation and gratitude to the following major donors who have made financial contributions in support of CTY's efforts in 2021:

- The Community Foundation of Singapore (CFS)
- The Lions Community Service Foundation
- SymAsia Foundation (Credit Suisse)
- UBS

This list of donors is non-exhaustive. Their contributions have allowed us to continue key support programmes for our children.

The Year Ahead

Programme Developments

Moving forward, as Singapore progresses towards Covid Resilience with the relaxation of Social Distancing measures, we hope to progressively introduce the following programmes:

1. Expanding to more vulnerable communities

Through community partners like Social Service Offices (SSO) and Family Service Centres (FSCs), CTY aims to support more children from families with complex needs under the ComLink programme.

Our key community partners are:

- AMK Family Service Centre
- Bedok Social Service Office (SSO) [ComLink & UpLift initiative]
- Marsiling Social Service Office (SSO) [ComLink & UpLift initiative]

2. Learning opportunities outside of the classroom

Learning opportunities in the form of Learning Journeys, field-trips and workshops will be held, starting in Q2 2022. Through these programmes, we hope to:

- Expose pupils to a wider range of learning opportunities, to pique their interest in other fields of study, eg. Genomics or life science.
- Give pupils experiential learning opportunities, to cater to the different learning styles of our pupils.
- Create opportunities for bonding and play

3. Sports leagues

We are re-introducing our bi-annual sports leagues into KidsExcel, starting in Q4 2022.

Sports, competitions and leagues are effective tools to build the identity of the class and give them a sense of belonging. Competitions are valuable opportunities for children to interact, bond through play and build shared experiences. Sports is also used as a platform to discuss and model positive behaviour and values.

Sports leagues are a welcomed highlight for our children. Through these activities, we hope to create meaningful opportunities for bonding and catalyse positive peer support networks.



4. **Adjusting classes to meet academic profile**

Some of our lower primary pupils struggle with fundamental numeracy and reading. To address this, we will scale down the curriculum to match the learning abilities of the class. For example, English classes for P3 pupils will be scaled down to the P2 level, with a focus on reading. We are also exploring phonics classes for pupils who are unable to read at all.

We have identified 3 key concerns / developments CTY would like to address:

1. **Obesity in school-going children**

Restricted movement and social activities have led to more unhealthy living habits. Singapore's obesity rates in children and youth were at 13% in 2017 and seem set to rise amidst the pandemic. Based on studies on the topic, 70% of obese children grow up to become obese adults¹. Obesity-related health problems not only lowers the quality of life but affects the confidence of our pupils.

To combat this, we are re-introducing team sports classes, to incorporate some physical activity into our pupils weekly routine. Additionally, coaches discuss healthy eating habits to encourage children to be more mindful of their diets.

2. **Mental health**

Mental health is now brought to the fore of the national conversation, highlighted by the shocking incident at River Valley High School. Suicide amongst young people aged 10-19 has risen to 5.5 per 100,000 in 2020, compared to 4 per 100,000 a year ago.

Moving forward, coaches and tutors will continue to observe and check on pupils under their charge. Coordinators will continue to maintain a close working relationship with parents, to understand the family's needs profile. Children that display concerning behaviour will be highlighted immediately to the school counsellors or referred to counselling services offered by our programme partners.

3. **Impact from changes to PSLE grading system**

In-line with MOE's gentle de-emphasis on academic results, MOE introduced the new AL (achievement level) grading framework, effective in 2021. In summary, these changes discourage pupils from chasing points, with wider scoring bands. Entry requirements to secondary schools have also been adjusted to meet the AL grading framework; it is now easier for our pupils to enter the Normal Academic streams, including Foundation stream pupils.

These updates to the PSLE scoring system are advantageous to supporting our pupil's progress to Secondary school. We hope to see more of our pupils enter the Express and Normal Academic stream, so that their higher education options are broadened, which would allow them to pursue their interest at a more academically suitable level.

¹ <https://www.channelnewsasia.com/commentary/obesity-kids-overweight-health-risk-factor-covid-19-sedentary-2375601>