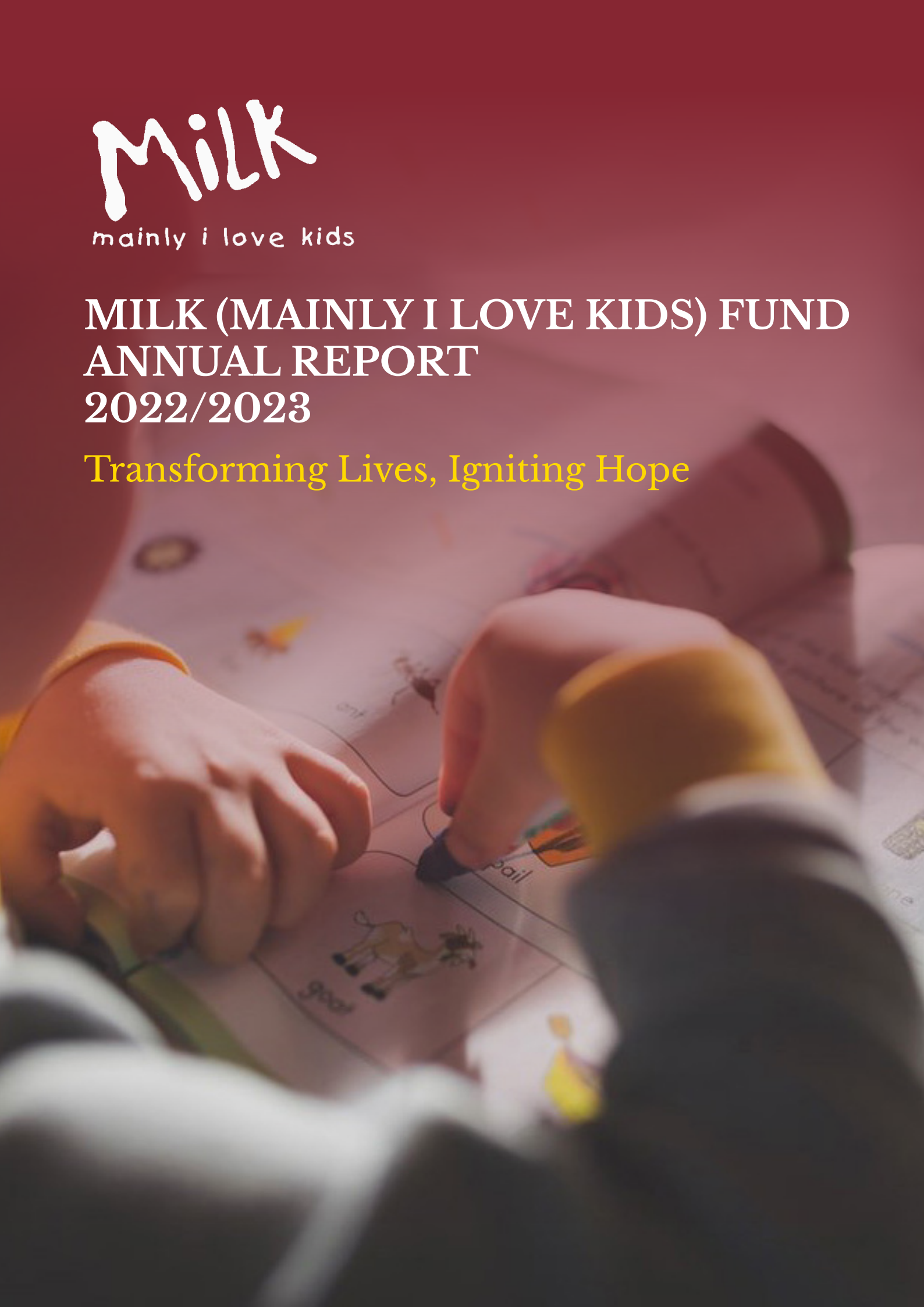


Milk

mainly i love kids

MILK (MAINLY I LOVE KIDS) FUND ANNUAL REPORT 2022/2023

Transforming Lives, Igniting Hope



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President's Message

President's Message

FY 2022/23 saw MILK (Mainly I Love Kids) Fund making significant strides in addressing critical gaps faced by underprivileged youth and children in Singapore.

Our commitment has also grown significantly, with 533 students receiving support from MILK. We have expanded our MILK ITE Scholarship to cover all three ITE Colleges in Singapore. We have 374 new ITE Scholars and 38 Polytechnic and University Scholars. These scholarships have been a lifeline for our beneficiaries, transforming their lives and giving them hope for the future.

This year also saw our first batch of 58 ITE Scholars successfully graduating from their courses. There have been no dropouts from our Polytechnic and University programmes. This underscores the effectiveness of our partnership with FSCs and other key stakeholders. Together, we provide holistic support and a unified front in addressing gaps.

Finally, to further enhance the Scholarship experience, the MILK team hosted over 12 in-person sessions with our MILK scholars and alumni, engaging over 200 beneficiaries. These sessions provided valuable resources that focussed on employability and personal growth.

Our thanks to all our Donors and Volunteers, many of whom who have supported us over the years with their donations and contributions of time. Together, we continue to provide hope for the future!

Warmest regards,



Mrs Joy Balakrishnan, President
21st August 2023

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MILK (Mainly I Love Kids) Fund

MILK (Mainly I Love Kids) Fund

MILK (Mainly I Love Kids) Fund (“MILK” or “MILK Fund”), a charity with IPC status, was founded in 2004. The mission of MILK is to ensure no child is left behind because of disability, illness or circumstance. MILK works towards developing children into contributing members of society. Over the years of serving the community and the needy, MILK programmes continue to plug gaps as well as focus on transforming the lives of those we help. Apart from only giving help at the time of need, we have initiated programmes to help our beneficiaries with the aim of reaching the point of being independent of support from the community.



Our Mission & Vision

MILK believes that no child should be left behind regardless of disability, illness, or circumstance. At MILK we believe that the best way to commit to our future is through our children. This is why we build-up and work with partners and programmes that develop children into contributing members of society.

MILK operates in a unique partnership Social Service Agencies (SSAs). MILK is committed to advocate and raise funds, supporting our partners so they may best play their role of providing direct services to the children and their families. This is our mission and the way that we achieve results.

MILK focuses on plugging the gaps in the social service sector rather than duplicating what is already in existence, and this is done by an ongoing and rigorous study of the non-profit landscape and the policies in place. MILK also devotes its resources to transformational programmes that empower children and their families to break out of the poverty cycle.

Our work can be broadly described in 3 areas:



Support for education



Special and specific needs



Journeying with families



Our Values

- We believe in working with committed partners to ensure that our programmes are transformational and meet needs.
- We believe that our programmes must be responsive and compassionate.
- We believe in good governance guided by transparency and integrity.

Review of financial state, explanation of major financial transactions and purposes for which the charity's assets are held

Total income for the financial year ended 31 March 2023 of S\$590,476 consisted of donations, government grants and other income.

Total expenditure of S\$285,585 was for cost of generating voluntary income, charitable activities, governance costs and other expenditure.

Surplus for the financial year was S\$304,891.

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Programmes

Programmes

MILK ensures that help provided is holistic and transformational to the families or community by bringing together resources and committed partners.

The MILK Fund Bursary

The bursary programme provides financial support to students from disadvantaged backgrounds. They cover essential education-related expenses such as school fees, uniforms, stationery, meals and transport expenses. MILK currently partners St. Anthony's Canossian Secondary School in administering the bursary to deserving students.

101

Students benefited from the MILK Bursary for St. Anthony's Canossian Secondary School.

32

students benefitted from this programme in the year.

MILK-CCC Young Minds Support Programme

Since 2021, MILK has partnered with the Counselling and Care Centre (CCC) to pioneer a pilot programme. This programme is designed to extend counselling support to children and youth from financially challenged backgrounds.

The focus remains on addressing their mental health challenges, ensuring their overall well-being. We have further enriched our support landscape by recognizing the pivotal role of counselling for some of our scholars facing challenges in school and at home.

This year, we have witnessed how scholars have proactively sought and benefited from the availability of counselling support. MILK seeks to work in partnership to create an environment of comprehensive well-being for each beneficiary we serve. A total of 32 students benefitted from this programme in the year.



Make A Difference (MAD) Programme and Scholar Engagement

In FY 2022/23, we extended our efforts through the Make A Difference (MAD) Programme and Scholar Engagement initiatives. Throughout the year, we facilitated a series of 5 interactive engagements, bringing together our current scholars and alumni. Notably, on June 11, 2022, we established the inaugural Scholar Committee. This committee is driven by the shared objective of contributing to the community and orchestrating purposeful engagement events for a broader spectrum of beneficiaries.

15

Scholars benefitted from the Make A Difference (MAD) Programme.

KeyStart Housing Stability Programme

Between 2015 and 2017, MILK, in partnership with South Central Community Family Service Centre (SCC FSC), initiated the Keystart Housing Stability Programme to help low-income families with young children out of poverty.

It is a comprehensive assistance scheme for low-income families with young children. Beneficiaries are families in public rental flats who will benefit from home ownership and families who are at risk of losing their homes due to crisis. The purpose of this programme is to give hope, provide an enabling environment for them to improve their lives and, in particular, that of their children. The stability of having a home of their own away from the delinquent subculture has been shown to have numerous positive effects on young children who then go on to perform better academically and socially. The programme includes financial assistance, financial literacy coaching and family partners (volunteers from the community) - who seek to befriend, support, motivate and create opportunities that enable financial self-sufficiency and other transformative outcomes.



June 2022, MILK Beneficiary Engagement with Dr Sheryn Mah & Mr Mah Bow Tan as part of the Make-A-Difference Programme

10

families received financial assistance in the year.

The MILK Scholarship – MILK Education Fund

Established in 2010, the MILK Scholarship initiative continues to serve its mission to empower young individuals from disadvantaged backgrounds. The programme ensures that deserving youth are not denied from pursuing tertiary education due to financial constraints. The belief underpinning this initiative is that education provides opportunities for our beneficiaries to acquire valuable skills and reach their potential to break out from the cycle of poverty.

MILK Fund expanded the MILK Education Fund together with seven Social Service Agencies (SSAs) in 2015 to support the provision of scholarships for deserving students. These partnerships contribute to a comprehensive and efficient support system. Our collaborators include Bethesda Care Services, Care Corner Singapore Ltd, Kampong Kapor Family Service Centre, Lakeside Family Services, SHINE Children and Youth Services, South Central Community Family Service Centre Ltd, TRANs Family Services.

Through these partnerships, scholarships and bursaries

continue to be administered by our partners. Additionally, MILK has expanded its reach by forging strategic institutional partnerships to broaden deserving students' access to the MILK Scholarship.

Throughout FY 2022/23, the MILK ITE Scholarship provided crucial financial support for ITE students, addressing their immediate financial stress to allow greater focus on their education. With an average of 95% of our ITE Scholars indicating their goal to progress to a diploma, this programme serves to support this endeavour. Ultimately, the goal is for our ITE students to successfully graduate and be in a position to either be gainfully employed or progress further with their education.

Over the year, we deepened our commitment to enhancing the student experience through strengthened collaborations with all local tertiary institutions. We remain dedicated to creating value by facilitating holistic growth and development among the students we support.

430

In FY 2022/23, the MILK Scholarship programme has assisted a total of 430 students, distributed as follows

13

Students received the MILK Scholarship for new enrollments in Polytechnic & University programmes

25

Students received the MILK Scholarship for ongoing Polytechnic & University studies

374

Students were beneficiaries of the MILK ITE Scholarship for new ITE students

18

Students were supported by the MILK ITE Scholarship as existing ITE students

Community Foundation Singapore (CFS) – MILK Children Fund

In 2012, MILK Fund donated to Community Foundation of Singapore's Donor Advised Fund (DAF), leading to the establishment of the MILK Children Fund. This effort aimed to provide additional backing for programmes designed to effectively address gaps in support for disadvantaged children and youth.

In FY 2022/23, our concerted efforts involved collaborating with diverse stakeholders to extend assistance to a pair of young twin siblings facing severe special needs. These twins also grappled with exceptionally challenging family circumstances. Through the pivotal support offered by the MILK Children Fund, these children gained access to essential transportation aid.

This support facilitated their uninterrupted participation in both their educational pursuits and vital after-school care, thereby promoting their continuous growth. As a result, the twins have exhibited commendable progress, attributed to the consistency and expertise of the educational environment provided to them. 2 Students received exceptional Transport Subsidy Support.



Our MILK ITE Scholars Leaders, Hafiza and Shanice

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People for MILK (Mainly I Love Kids) Fund

People for MILK (Mainly I Love Kids) Fund

MILK (Mainly I Love Kids) Fund depends on a special group of passionate volunteers who are dedicated to the cause of serving disadvantaged children and they receive no monetary remuneration for their contributions. As at the end of the financial year 2022/2023, there were three staff assisting in the daily operations.

Members of MILK (Mainly I Love Kids) Fund:

Dr Sheryn Mah

Mrs Joy Balakrishnan

Mr Stanley Tan

Mr Chua Kee Lock

Mr Low Seow Juan

Mrs Laura Poh

Ms Janet Lyn Yoke Chin

Mr Lee Lung Nien

Mr Tan Wah Yeow

Mr Douglas Foo

Mr David Lim

Ms Woo Shea Leen

Mrs Deborah Ong

Mr Wendell Wong

Mr Mah Bow Tan

Ms Natalie Balakrishnan
(since 5 July 2022)

Mr Warren Mah
(since 5 July 2022)

Mr Kishin RK
(since 5 July 2022)

Dr Kenneth Chew
(since 22 Sep 2022)

Honorary Adviser:

Dr Sheryn Mah (since 2015), a founding member of MILK (previously President 2004 – 2015)

Trustees:

Dr Sheryn Mah and Ms Janet Lyn Yoke Chin

Executive Committee (Ex-Co):

Mrs Joy Balakrishnan (since 2004), a founding member of MILK, previously Honorary Secretary (2004 – 2015)

Mr Mah Bow Tan (since 2022)

Mr Wendell Wong (since 2022)

Mr Tan Wah Yeow (since 2008)

Ms Woo Shea Leen (since 2018)

Mrs Deborah Ong (since 2019)



Background Information, Operating Model and Profiles of Membership and Executive Committee Members

MILK (Mainly I Love Kids) Fund is a volunteer driven organisation with an active Executive Committee that provides support for programmes, in addition to oversight and strategy.

MILK believes that no child should be left behind regardless of disability, illness, or circumstance. That is why we build up and work with partners and programmes that develop children into contributing members of society. MILK's operating model is to advocate and raise funds to support our partners so that they may best play their role of providing direct services to the children and their families. As a result of this operating model, MILK can afford to have a small and stable membership base, with members admitted based on their passion for, and ability to serve, the cause. Since our formation, the total number of members at any point in time has not exceeded 19 members. Our current membership comprises 19 members. Due to the small and stable membership base, of the 19 current members, 10 have been members for 10 years and more.

From these 19 current members, there are 6 members, who are able and willing to devote considerably more time to the cause, that have stepped forward as Executive Committee members.

They are: Mrs Joy Balakrishnan (President); Mr Mah Bow Tan (Vice President); Mr Wendell Wong (Honorary Secretary); Mr Tan Wah Yeow (Honorary Treasurer); Ms Woo Shea Leen (Executive Committee Member); and Mrs Deborah Ong (Executive Committee Member).

Apart from Mr Mah Bow Tan, Mr Wendell Wong, Mrs Deborah Ong and Ms Woo Shea Leen, the remaining 2 Executive Committee members have served more than 10 years on the Executive Committee.

While MILK strongly believes in Executive Committee renewal, the operating model and small and stable membership base of MILK as well as the level of time commitment needed to be given by Executive Committee members, the pace of renewal will be measured and gradual. However, the search for new Executive Committee members is ever on-going and whenever a right candidate comes to the fore, MILK will endeavor to bring in the candidate and renew the Executive Committee.

MILK Office Bearers:

President

2015 - current: Mrs Joy Balakrishnan, a full time volunteer

Vice President

2022 – current: Mr Mah Bow Tan, a businessman

Honorary Secretary

2022 – current: Mr Wendell Wong, a lawyer

Honorary Treasurer

2022 - current: Mr Tan Wah Yeow, a full time volunteer

MILK Executive Committee Meetings in the financial year ended 31 March 2023:

	Held	Attendance
Mrs Joy Balakrishnan	2	2
Mr Mah Bow Tan	2	2
Mr Wendell Wong	2	0
Mr Tan Wah Yeow	2	2
Ms Woo Shea Leen	2	2
Mrs Deborah Ong	2	2

Executive Director:

Mr Suraj Upadhiah (since 1 January 2023)



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Statutory Information

Statutory Information

MILK (Mainly I Love Kids) Fund was set up as a society on 24 June 2004. It was registered as a charity under the Charities Act on 6 July 2004.

UEN.

T04SS0150L

Registry of Societies (ROS) registration number

ROS 187/2004 WEL

Charity registration number

1793

Governing instrument

Constitution

Institution of a Public Character (IPC) status

1 August 2004 – 31 December 2023

Registered and principal place of office

1 Lorong 2 Toa Payoh, #07-00 Braddell House, Singapore 319637

A member of

National Council of Social Service

Bankers

Standard Chartered Bank (Singapore) Limited

CIMB Bank Berhad, Singapore Branch

Oversea-Chinese Banking Corporation Limited

DBS Bank Ltd

Independent auditor

CLA Global TS Public Accounting Corporation

Committees

1. Audit Committee
 - Chairman Ms Woo Shea Leen
 - Member Ms Janet Lyn Yoke Chin

2. Programme and Service Committee
 - Chairman Mr Mah Bow Tan
 - Members Mrs Joy Balakrishnan
 - Mr Tan Wah Yeow
 - Ms Woo Shea Leen
 - Mr Alex Bergin

3. Fund Raising Committee
 - Chairman Mr David Lim
 - Members Mrs Joy Balakrishnan
 - Mr Mah Bow Tan
 - Ms Natalie Balakrishnan
 - Mr Kishin R K
 - Mr Lee Lung Nien
 - Mr Wendell Wong
 - Mr Alex Bergin

4. Finance Committee
 - Chairman Mr Tan Wah Yeow
 - Members Mr Stanley Lim
 - Mr Wendell Wong

Governance Policies

Board governance

1. The Board / Executive Committee (Ex-Co) oversees MILK's affairs. Key matters for the Ex-Co include:
 - a. approving broad policies, determining strategies and programme objectives of MILK
 - b. accountability for the management of donations
 - c. approving and monitoring annual budgets
2. The Ex-Co meets at least twice a year and other deliberations/decisions are made via electronic methods.

Ex-Co composition

1. The Ex-Co comprises 6 members, all of whom are independent.
2. Each member has been appointed on the strength of his/her calibre, experience and potential to contribute.
3. The Honorary Treasurer may be re-elected to the same post for a consecutive term of office and, not withstanding such consecutive appointments, cannot serve for a continuous period of more than 4 years.

Fund raising

1. The donations received are used in accordance with MILK's regulations and guidelines, unless stated for specific programmes.
2. We believe in keeping fund raising costs to the minimum so that the donations may go directly to the children and the programmes that support them.

Finance and audit

1. The finance and audit processes are closely monitored by the Ex-Co for adequacy of internal controls.
2. Financial statements shall be disclosed to the public and other stakeholders via the annual report or the website.

Conflict of interest and related party transactions

1. MILK has a conflict of interest or related party transaction disclosure process.
2. The concerned parties should declare and abstain from voting in any decisions involving related parties or potential conflict of interest.
3. The Ex-Co must be informed of all related party transactions and disclosure made in the annual report.
4. No appointment of paid staff with close relationship (i.e. those who are more than acquaintances) with current Ex-Co members shall be made unless with the unanimous approval of all Ex-Co members who do not have any conflict of interest.

Disclosure and transparency

1. Annual reports are prepared which include up-to-date information on MILK's programmes, activities and finances.
2. Audited financial statements and the annual reports are available at MILK's website for donors and other stakeholders.
3. Details of donations in kind, sponsored expenses and related party transactions would be disclosed in the audited financial statements and made available at MILK's website.

Programme objectives and principles

1. Vision: No child capable of developing into a contributing member of society will be marginalised because of disability, illness, poverty or social circumstance.
2. Mission: MILK reaches out to disadvantaged children and youth who fall through the cracks by focusing on advocacy, fund raising and working with our partners to implement programmes.
3. Principles:
 - We believe in working with committed partners to ensure that our programmes are transformational and meet needs that "fall through the cracks".
 - We believe that our programmes must be responsive and compassionate.
 - We believe in good governance guided by transparency and integrity.

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**Charity Council – Governance
Evaluation Checklist FY2022/2023**

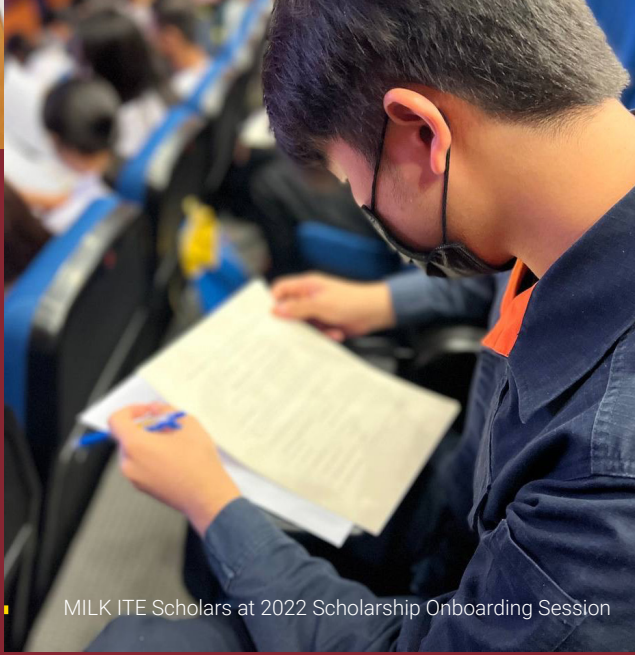
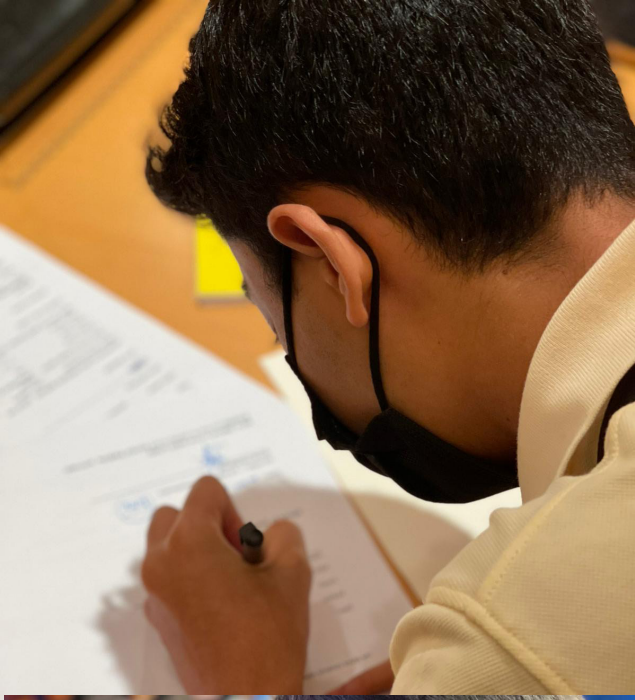
Charity Council – Governance Evaluation Checklist FY 2022/2023

This is the Enhanced checklist for large charities with gross annual receipts or total expenditure of \$10 million or more and IPCs with gross annual receipts or total expenditure from \$500,000 to less than \$10 million.

S/N	Code guideline	Code ID	Response
Board Governance			
1	Induction and orientation are provided to incoming governing board members upon joining the Board.	1.1.2	Complied
	Are there governing board members holding staff appointments? (skip items 2 and 3 if “No”)		No
2	Staff does not chair the Board and does not comprise more than one third of the Board.	1.1.3	NA
3	There are written job descriptions for the staff’s executive functions and operational duties, which are distinct from the staff’s Board role.	1.1.5	NA
4	The Treasurer of the charity (or any person holding an equivalent position in the charity, e.g. Finance Committee Chairman or a governing board member responsible for overseeing the finances of the charity) can only serve a maximum of 4 consecutive years. If the charity has not appointed any governing board member to oversee its finances, it will be presumed that the Chairman oversees the finances of the charity.	1.1.7	Complied
5	All governing board members must submit themselves for re-nomination and re-appointment , at least once every 3 years.	1.1.8	Complied
6	The Board conducts self-evaluation to assess its performance and effectiveness once during its term or every 3 years, whichever is shorter.	1.1.12	Complied
	Is there any governing board member who has served for more than 10 consecutive years? (skip item 7 if “No”)		Yes
7	The charity discloses in its annual report the reasons for retaining the governing board member who has served for more than 10 consecutive years.	1.1.13	Complied
8	There are documented terms of reference for the Board and each of its committees.	1.2.1	Complied
Conflict of Interest			
9	There are documented procedures for governing board members and staff to declare actual or potential conflicts of interest to the Board at the earliest opportunity.	2.1	Complied

S/N	Code guideline	Code ID	Response
10	Governing board members do not vote or participate in decision making on matters where they have a conflict of interest.	2.4	Complied
Strategic Planning			
11	The Board periodically reviews and approves the strategic plan for the charity to ensure that the charity's activities are in line with the charity's objectives.	3.2.2	Complied
Human Resource and Volunteer Management			
12	The Board approves documented human resource policies for staff.	5.1	Complied
13	There is a documented Code of Conduct for governing board members, staff and volunteers (where applicable) which is approved by the Board.	5.3	Complied
14	There are processes for regular supervision, appraisal and professional development of staff.	5.5	Complied
Are there volunteers serving in the charity? (skip item 15 if "No")			Yes
15	There are volunteer management policies in place for volunteers.	5.7	Complied
Financial Management and Internal Controls			
16	There is a documented policy to seek the Board's approval for any loans, donations, grants or financial assistance provided by the charity which are not part of the charity's core charitable programmes.	6.1.1	Complied
17	The Board ensures that internal controls for financial matters in key areas are in place with documented procedures .	6.1.2	Complied
18	The Board ensures that reviews on the charity's internal controls, processes, key programmes and events are regularly conducted.	6.1.3	Complied
19	The Board ensures that there is a process to identify, and regularly monitor and review the charity's key risks .	6.1.4	Complied
20	The Board approves an annual budget for the charity's plans and regularly monitors the charity's expenditure.	6.2.1	Complied
Does the charity invest its reserves (e.g. in fixed deposits)? (skip item 21 if "No")			Yes
21	The charity has a documented investment policy approved by the Board.	6.4.3	Complied
Fundraising Practices			
Did the charity receive cash donations (solicited or unsolicited) during the financial year? (skip item 22 if "No")			No
22	All collections received (solicited or unsolicited) are properly accounted for and promptly deposited by the charity.	7.2.2	NA
Did the charity receive donations in kind during the financial year? (skip item 23 if "No")			Yes
23	All donations in kind received are properly recorded and accounted for by the charity.	7.2.3	Complied
Disclosure and Transparency			

S/N	Code guideline	Code ID	Response
24	The charity discloses in its annual report – (a) the number of Board meetings in the financial year; and (b) the attendance of every governing board member at those meetings.	8.2	Complied
	Are governing board members remunerated for their services to the Board? (skip items 25 and 26 if “No”)		No
25	No governing board member is involved in setting his own remuneration.	2.2	NA
26	The charity discloses the exact remuneration and benefits received by each governing board member in its annual report. OR The charity discloses that no governing board member is remunerated.	8.3	Complied
	Does the charity employ paid staff? (skip items 27, 28 and 29 if “No”)		Yes
27	No staff is involved in setting his own remuneration.	2.2	Complied
28	The charity discloses in its annual report – (a) the total annual remuneration for each of its 3 highest paid staff who each has received remuneration (including remuneration received from the charity’s subsidiaries) exceeding \$100,000 during the financial year; and (b) whether any of the 3 highest paid staff also serves as a governing board member of the charity. The information relating to the remuneration of the staff must be presented in bands of \$100,000. OR The charity discloses that none of its paid staff receives more than \$100,000 each in annual remuneration.	8.4	Complied
29	The charity discloses the number of paid staff who satisfies all of the following criteria: (a) the staff is a close member of the family belonging to the Executive Head or a governing board member of the charity; (b) the staff has received remuneration exceeding \$50,000 during the financial year. The information relating to the remuneration of the staff must be presented in bands of \$100,000. OR The charity discloses that there is no paid staff, being a close member of the family belonging to the Executive Head or a governing board member of the charity, who has received remuneration exceeding \$50,000 during the financial year.	8.5	Complied
	Public Image		
30	The charity has a documented communication policy on the release of information about the charity and its activities across all media platforms.	9.2	Complied



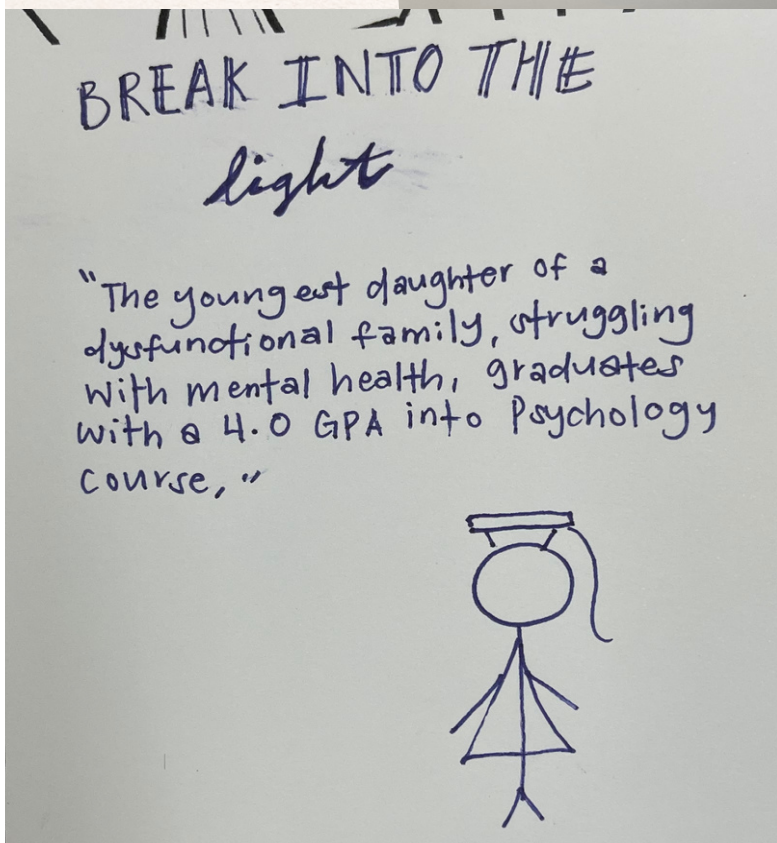
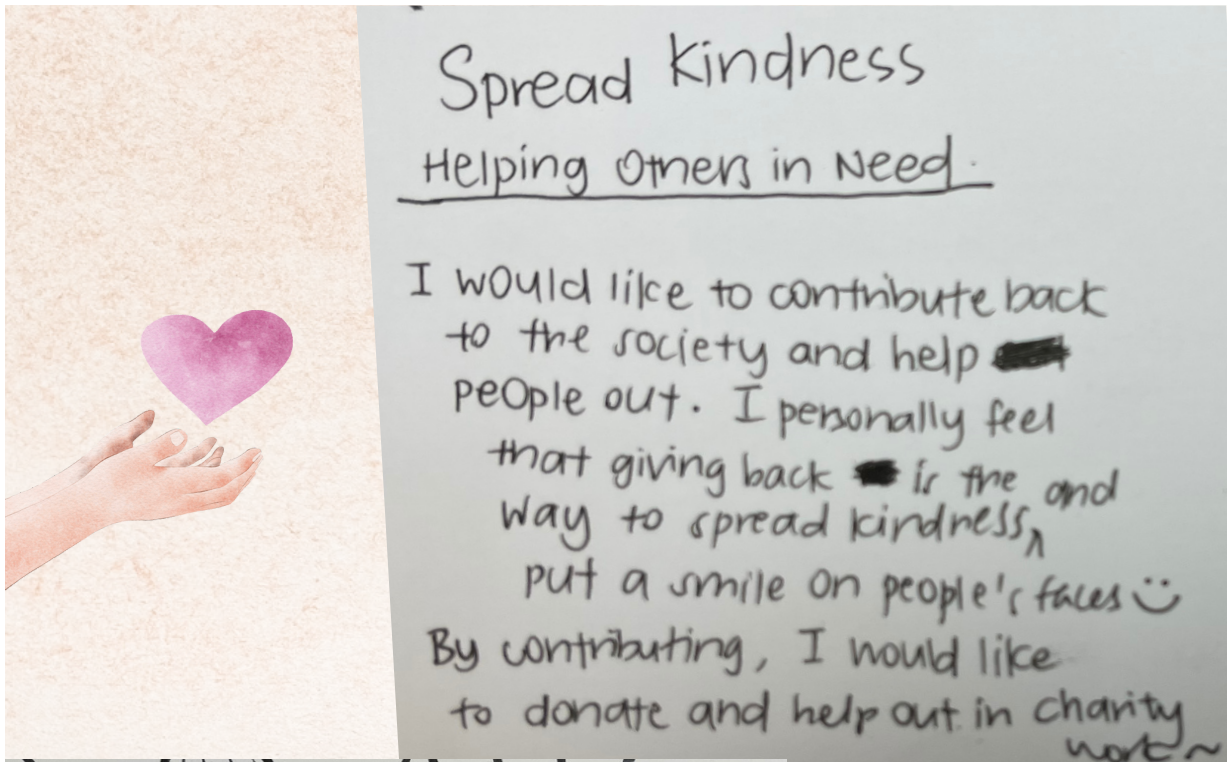
MILK ITE Scholars at 2022 Scholarship Onboarding Session



Scholar Beneficiary Reflections

Scholar Beneficiary Reflections

During our scholarship onboarding session, we challenged our scholars to envision the “Headline” for the lives. We have shared some of the inspiring and hopeful reflections below.



Girl who dreams big and succeeds

Fiona Choo, Nitec student of visual communication

"I want to pursue my studies of photography and graphic design in Polytechnics."

Both started off as a hobby of mine
but I am willing to keep trying and
study more into them



It is never too late
to be positive, to be
respectful, to be
a better person.
No one is looking
down at you, they
are just helping
you to make
a change and is
always waiting
to see the bright side
in you.

" 25 year-old gets into Dean's list after getting back on track in life "

Dream big and you will achieve.

20 year old boy graduates with a GPA 3.8 and goes to a poly and course of his choice

