



**Singapore
Association for
Counselling**

FOR COUNSELLING
AND PSYCHOTHERAPY

Annual Report 2017

Inclusive Practice,
Empowering Community

CONTENTS

	Page
About us	2
President's Message	3 - 4
Executive Committee 2016/2018	5 - 8
Report of the Management Committee 2018	9 - 11
Membership Strength	12
Minutes of the 35th Annual General Meeting – 24th March 2017	13 - 17
Financial statements	18 - 26
Members Listing	27 – 31
Contact Information	32

ABOUT US

The Singapore Association for Counselling (SAC) is the professional body representing counsellors, psychotherapists, counselling educators and students in Singapore. SAC has come a long way – pioneered in 1982 by Mr Anthony Yeo from Counselling and Care Centre together with a small group of counsellors.

Between 1996 – 1999, a Paper was developed by the EXCO to propose standards for the Recognition and Licensing of Professional Counsellors in Singapore. This Paper was presented to Ministry of Community Development (MCD) in 1999 but was rejected as the counsellor fraternity was considered too small.

In 1999, Constitutional amendments related to training standards for membership were approved by the Registry of Societies and implemented for new membership applications. Subsequently, the new SAC Code of Ethics was accepted at its Extraordinary General Meeting.

In the year 2000, SAC established new guidelines for the accreditation of counsellor training courses in Singapore to ensure clinical practice and supervision components were adequately in place.

SAC Register of Counsellors was established during its 20th Annual General Meeting in March 2003. The first SAC Website was launched. The SAC Constitution was amended for more clarity on its definition of a trained and qualified counsellor with emphasis on the details of training, practicum and clinical supervision. To date, we have 267 Registered Counsellors.

SAC partnered the Ministry of Community Development and Sports, and the National Council of Social Services to develop standard counselling courses. The First Joint Committee

meeting involved SAC, NCSS, and SSTI. This was followed by MCYS, SASW and the NUS Social Work Department. The first Course Recognition Manual was launched in December 2005

New Membership Categories were introduced, and the SAC Constitution went through a major review and update in 2013.

SAC became a full member of the National Council of Social Services (NCSS) since April 2015.

In October 2015, SAC Ethics Manual of Procedures was launched by our Guest of Honour, Minister of State for the Ministry of Health, Dr Amy Khor at our inaugural Symposium attended by 500 delegates.

In 2016, SAC's Register of Clinical Supervisors was established during our 34th Annual General Meeting. The new Clinical Supervision Standards and Procedures document was approved.

SAC also established a New Clinical Supervision Components and Standards for New Clinical Supervisor Applicants and was approved at the 35th AGM in 2017 to be effected from June 2018. To date, we have 116 Registered Clinical Supervisors.

PRESIDENT'S MESSAGE

Sam Kuna, President 2016/2018



On behalf of the Singapore Association for Counselling's Executive Committee, we are pleased to present you the Annual Report 2017.

Financial Updates

Membership subscription amount increased by 47.2% from \$56,593 in 2016 to \$83,308 in 2017. This increase was due to the increase in membership numbers, the introduction of Clinical Supervisor fee from Jan 2017, the introduction of a one-time membership application fee and a concerted effort in the collection of arrears from members.

In 2017, there were 2 workshops undertaken by our SAC subcommittees namely Systemic Approach to Clinical Supervision and SAC 35th Anniversary Conference 2017.

Expenditure increased by 155.7% or \$51,724, from \$33,219 in 2016 to \$84,943 in 2017. This is mainly due to salary costs and increased spending of IT costs (website & membership portal) of \$14,034. However, in the year, SAC also received a grant from NCSS amounting to \$17,160 to offset the IT expenditure.

In 2017, SAC recognised a surplus of \$23,919 as compared to \$21,078 in 2016. The accumulated Fund stood at \$227,935 represented largely by cash in the bank amounting to \$229,862.

Celebrated our 35th Anniversary

2017 marked an important milestone for SAC as we celebrated our 35th Anniversary at a half-day conference attended by over 200 delegates. During the conference, our Guest of Honour, Mayor Denise Phua from Central Singapore CDC, unveiled our new SAC logo and website as well as a new Membership portal. Themed *Inclusive Practice, Empowering Community*, the conference was a key highlight of SAC's 35th Anniversary celebrations. As an association, we have come a long way – starting with a small group of counsellors in 1982, with less than 50 members. Since then, SAC has not only grown in numbers but also established several milestones and implemented best standards and practices for counsellors and counsellor education over the past 35 years. Today, SAC has over 850 members.

Leveraging Technology

Against the backdrop of Singapore's move towards a Smart Nation, as counsellors we must equip and empower ourselves / our clients / the community to leverage technology to meet their counselling needs. Generally speaking, networks, data and info-communication technologies can be harnessed to improve our lives, create economic opportunities and even build a closer community. However, there are some key considerations for us to be mindful of.

The truth is, technology can complement but not replace the face-to-face interaction with clients. I believe this paradigm shift in counselling will become a reality in the near future, but not until a robust framework is established to protect both counsellors and clients.

This paradigm shift in counselling is part of SAC's vision to propel the practice of counselling in Singapore. This will not happen overnight. It will take time, but it will become a reality. And whilst there may be challenges, the seeds must be sown for it to become a reality. SAC will take that step today to influence the future of counselling in Singapore. With the intent to move closer with technology, as we unveiled our new online membership portal in November 2017 we not only want to improve the membership processes, but we aim to provide a more user-friendly interface. However, we are assured that once we clear through the adjustments phase, the membership portal will be an asset for all members.

Apart from leveraging technology, SAC will continue to engage with the Ministry of Social and Family Development, the National Council of Social Services, SG SECURE and other Stakeholders while we look forward to working in partnership with the various Community Development Councils in our quest to develop the counselling landscape.

We want to set the stage for SAC's contribution towards the future landscape of the counselling profession in Singapore. We are convinced that more can be done as a counselling community and are excited about the future for SAC.

Proposed amendments to Constitution and the new SAC Code of Ethics (2018)

In 2017, SAC also reviewed our Constitution and Code of Ethics extensively in order to ensure both documents remain relevant to current counselling landscape. We will seek the voting members affirmation of both these documents at this 36th AGM.

Acknowledgements

Dr Jessica Leong & Dr Tan Chue Tin who served in the Ethics Board, will be retiring. On behalf of the current EXCO, we thank Dr Jessica and Dr Tan for their invaluable contributions and wish them well in their future. I wish to express special thanks to the current Exco members who have served the past two years or more for their endless contributions and passion towards shaping the future of SAC.

As 2018 is our Election year, I look forward to new members to joining our Exco and to bring SAC to the next new level.

Yours truly,



Sam Kuna
President
2016 - 2018

EXECUTIVE COMMITTEE 2016/2018



Our Executive Committee & SAC Staff

(First row from left) Joyce Chan, Celine Edmund, Reena Goenka, Trina Tan, Eileen Lee (Manager)

(Back row from left) Dan Ng, Andy Lam, Mohammed Zullkarnain, Frederick Low, Sam Kuna

President	: Mr Sam Kuna
Vice President	: Mr Frederick Low
Honorary Secretary	: Ms Trina Tan
Assistant Honorary Secretary	: Mr Dan Ng
Honorary Treasurer	: Ms Hema Gurnani
Committee Members	: Ms Chan Pei See Joyce
	: Ms Reena Goenka

Co-opted Committee Members	: Mr Andy Lam
	: Ms Celine Edmund
	: Mr Mohammed Zullkarnain

Sam Kuna - President

Sam Kuna is the Dean of the School of Counselling and an Associate Professor at TCA College, a multi-disciplinary Christian college pioneered by the Trinity Christian Centre, Singapore. Currently the President of the Singapore Association for Counselling (2016-2018), Sam is an SAC Registered Counsellor and Registered Clinical Supervisor.

Trained in psychology as well as marriage, family and child counselling, he is a practicing family therapist, a sandplay practitioner, as well as addiction counsellor. He is a member of the Association for Marital and Family Therapy (Singapore), as well as the Asia Pacific Certification Board (APCB) which establishes and promotes standards of care amongst addiction professionals in the Asia-Pacific region.

Sam is also a preacher and an ordained minister with the Assemblies of God of Singapore.

Frederick Low – Vice President

Frederick has held many roles in counsellor education and research in the past decade. As a former lecturer with James Cook University (Singapore), he nurtures new counsellors before they enter practice. For those in the field, he is a supervisor, consultant and at times, a trainer. He also serves on editorial boards and scientific committees of scholarly journals and conferences in counselling and psychology.

Frederick presently serves as the Vice-President of the Singapore Association for Counselling. He was Chairman of SAC's Course Recognition Board from 2014 - 2016 and is now working with stakeholders in the field in reviewing the local counsellor education landscape and the future of SAC's role in course recognition and regulation. Frederick is an SAC Registered Counsellor and Registered Clinical Supervisor. He is also a Chartered Psychologist and an Associate Fellow of British Psychological Society.

Trina Tan – Honorary Secretary

Trina Tan currently leads a team as Centre Director of the Whampoa Family Service Centre (WFSC). WFSC works with the community and collaborates with partners mainly within the Whampoa area.

She is the Honorary Secretary of SAC and is an SAC Registered Counsellor and Registered Clinical Supervisor. She holds a Master in Counselling Psychology and is currently pursuing a Doctorate in Education.

Dan Ng – Assistant Honorary Secretary

Dan Ng has been a counsellor in various settings and currently serves as a Senior Counsellor in the healthcare sector. He is passionate in developing the intervention for his clients and was previously with the Home Palliative Team in providing psychosocial intervention. Dan is also a Clinical Supervisor providing individual, group supervision and case consultations. He believes in leveraging and collaborates with other professions to provide optimal and holistic support for clients.

Dan is currently the Assistant Honorary Secretary and oversees all membership applications. He also serves with the Register Board to support membership application. Dan is an SAC Registered Counsellor and Registered Clinical Supervisor.

Hema Gurnani – Honorary Treasurer

Hema Gurnani is the Director of WINGS Counselling Centre. The agency was established in 1995, holds IPC status and provides counselling services to clients from 2.5 years to 65 years.

She is the Honorary Treasurer (2016-2018) with the Singapore Association for Counselling, a committee member of the Course Recognition Board and Community Counsellor's subcommittee since 2014. She is also an SAC Registered Counsellor and Registered Clinical Supervisor.

With a Master in Education & Counselling & Diploma in Child Psychology, she specialises in children, youth, and family & couple counselling. She is also an accredited play, sand tray and symbol work therapist, assessor and supervisor for Home Study Reports for the Ministry of Social and Family Development, a social work practitioner with the Singapore Association for Social Work, an adjunct lecturer with James Cook University and Clinical supervisor and lecturer with the Executive Training and Counselling Academy.

Joyce Chan – Committee Member

Joyce Chan is an SAC Registered Counsellor and Registered Clinical Supervisor. She is also a registered social service practitioner with the Singapore Social Work Association (SASW) as well as an associate licensed minister with the Assemblies of God of Singapore.

With 19 years of experience in the social sector either working directly with clients or in management, Joyce is also an adjunct lecturer and clinical supervisor with schools offering post-graduate diploma and Master programmes in counselling.

Reena Goenka – Committee Member

Reena Goenka, an SAC Registered Counsellor and Registered Clinical Supervisor, is in private practice. With a Masters in Professional Counselling and Diploma in Clinical Supervision, Reena has significant experience

to support and facilitate changes in her clients using a variety of different therapy models, including transactional analysis, EMDR therapy, hypnotherapy and family therapy.

Reena has extensive experience working with different groups including children, teenagers, adults, parents, families and professionals for a variety of concerns such as relationship issues, conflict resolution, communication, work-life balance, parenting for bonding. She employs hypnotherapy and EMDR therapy for pain management, anxiety and stress management, trauma, abuse, depression, fears, phobias, exam anxiety, as well as empowering self-confidence.

Andy Lam – Co-opted Committee Member

Andy has worked in the social service sector for more than 10 years. His areas of expertise include the provision of casework services and clinical supervision, improving standards of practice through practice evaluation, and training and organisational development. An SAC Registered Counsellor and Registered Clinical Supervisor, as well as a Registered Social Worker and DISC-certified human behaviour consultant, Andy is also choice theory / reality therapy certified. He is currently an Assistant Director with Viriya Community Services, focusing on practice evaluation and standards within the organisation, sectorial involvement through the participation of workgroups and training, particularly around the Code of Social Work Practice for Family Service Centres in Singapore.

Andy holds a degree in Master of Social Science (Counselling) from the University of South Australia and a Graduate Diploma in Social Work from the Singapore University of Social Sciences (formerly known as SIM University), in addition to a Bachelor of Science with the National University of Singapore.

Celine Edmund – Co-opted Committee Member

Celine is a certified counselling psychologist. She is also certified as a clinical supervisor by the Australian Counselling Association and a Registered Counsellor with SAC. A founder/owner of Singapore Personal Counselling Service since 2013, she has worked in Australia and Singapore for a number of years, helping people who face complex challenges and struggles with day-to-day life. She specialises in family and relationship issues, depression, stress reduction and anger management, as well as dealing with grief and loss. Celine has worked with different age groups and is very versatile in her therapeutic skills to provide a non-judgmental environment for all client consultations.

Mohammed Zulkarnain – Co-opted Committee Member

Zulkarnain is currently into his 6th year as a guidance counsellor at Raffles Institution. With a Bachelor's Degree in Psychology from NUS, he first joined the Ministry of Education as a full-time school counsellor in 2005. He has a Diploma in School Counselling (NIE) and obtained his Master in Counselling from Monash University in 2010.

He is chairperson of the Academic Counselling Subcommittee of SAC and is a SAC Registered Counsellor. With an Advanced Certificate in Cognitive Behavioral Therapy (CBT), he uses CBT as his primary modality in counselling.

REPORT OF THE MANAGEMENT COMMITTEE 2016/2018

Ethics Board – Report by Chairperson, Dr Jessica Leong

The SAC Ethics Board was appointed by the President of SAC and the SAC EXCO members for the period from June 2016 to 16 March 2017.

The Ethics Board did not meet in 2017 as there were no ethical complaints. There was one telephone enquiry on ethics, but the complainant did not want to raise the issue to SAC. The Ethics Board will meet only whenever there is an official complaint or discuss matters related to ethical issues.

Register of Counsellors Board – Report by Chairperson, Mr Frederick Low, Vice President, SAC

In 2017, the Board entered its second year of operation. Board members have been actively involved in reviewing new applications and renewals of Registration. Mr Frederick Low continued to chair the Board for the year under review. Other members on the Board include Assistant Honorary Secretary Mr Dan Ng, Ms Reena Goenka, Ms Jessica Koh, Ms Jenny Giam, Ms Denise Yap, Ms Rose Faquir and Mr Bernard MacKenzie.

The Board made significant progress in smoothing out teething issues with regards to the reviewing process. The Board also reviewed and made recommendations to the Executive Committee on the Continual Professional Education requirements for the renewal of Registration.

In addition, the Board also provided support and input towards the development of the online members' portal which also facilitates applications and renewal of Registration.

Course Recognition Board – Report by Mr Frederick Low, Vice President, SAC

For the year under review, the Course Recognition Board continue to engage in the review of the current Course Recognition Scheme. Representing the Board, Mr Frederick Low, also Vice President of SAC visited and held discussions with some course providers including Nanyang Technological University – National Institute of Education, Singapore University of Social Sciences, James Cook University (Singapore) and Counselling and Care Centre. More visits and consultations are planned for 2018.

Membership Subcommittee – Report by Chairperson, Ms Celine Edmund

The Membership Subcommittee met three times in 2017 (April, August and November).

During this period of time, the Membership Subcommittee generated two issues of the SAC E-magazine titled "The Savvy Therapist".

The Committee members were involved in the 35th Anniversary Conference in the November 2017. Committee members contributed recommendations and feedback into the crafting of the new SAC Code of Ethics. The Membership Committee members also assisted to reply and respond to answer enquiries and questions from the members and public.

While the desire to organize a yearly 'Self-Care' workshop was a deep desire of the Committee, due to venue and other oversights, including time constraint, it was decided to cancel the workshop. We hope that the incoming Membership Subcommittee will give some priority to make this happen in 2018.

Two members retired from the Subcommittee due to family commitments, however we were able to recruit one new member. We are hopeful that existing members and the new incoming members will help to plan with more exciting activities in 2018/2020.

The Membership Subcommittee plans to continue with the bimonthly E-Magazine as well as plan for more meaningful activities and self-care events where all SAC members can enjoy its privileges.

Clinical Supervision Standing Committee – Report by Chairperson, Mr Sam Kuna

The main task of the Clinical Supervision Standing Committee was to rework on the paper that was first presented at the 34th AGM in June 2016 and align the working document on the new Clinical Supervision guidelines and standards of practice.

The 2 major meetings where contributions and clarifications were made by the members of the Standing Committee and members of the EXCO were the Dialogue with the EXCO and the 35th AGM. Below is a brief update on the 2 meetings.

Dialogue with the EXCO - was held on Friday, January 20 2017 hosted at Raffles Junior College to discuss the practitioner's perspectives of clinical supervision and the feedback from Clinical Supervisors and Registered Counselors on the proposal for the new Clinical Supervision guidelines and standards of practice. Members of the Supervision Committee and EXCO responded to the questions raised.

Discussion at the 35th AGM 2017 – turned out to be another round of intense discussions, Members of the Standing Committee formed a panel and address the questions from the floor. After responding to some proposed amendments to the document, the implementation date was also shifted to June 2018.

Finally, the Supervision Committee thanks the EXCO and the membership for their farsighted understanding and belief in the importance

and relevance of these new guidelines and standards of practice for clinical supervision.

Community Counsellors Subcommittee: Report by Chairperson: Andy Lam

The Community Counsellors Subcommittee met four times between Jan 2017 and Jan 2018.

During this period, the Subcommittee conceptualised and organised a 2-day skill-based workshop "Systemic Approach to Clinical Supervision" held over 27-28 Jul 2017 at MWS FSC – Tampines. This training was conceived to acquaint clinical supervisors to the systemically-informed model of supervision, and saw a good turnout of 31 SAC members, whom came together to co-construct the learning journey in collaboration with the facilitation of Ms Choo Siew Noi, the trainer.

Due to the overwhelming positive feedback by the participants, the Sub-Committee is currently considering a second run of the workshop with an additional element of continuity to reinforce the transfer of learning in the next work year.

REPORT OF THE MANAGEMENT COMMITTEE 2016/2018

35th Annual General Meeting held - 24 March 2017

Systemic Approach to Clinical Supervision – 27 – 28 July 2017



35th Anniversary Conference 2017
– 3 November 2017

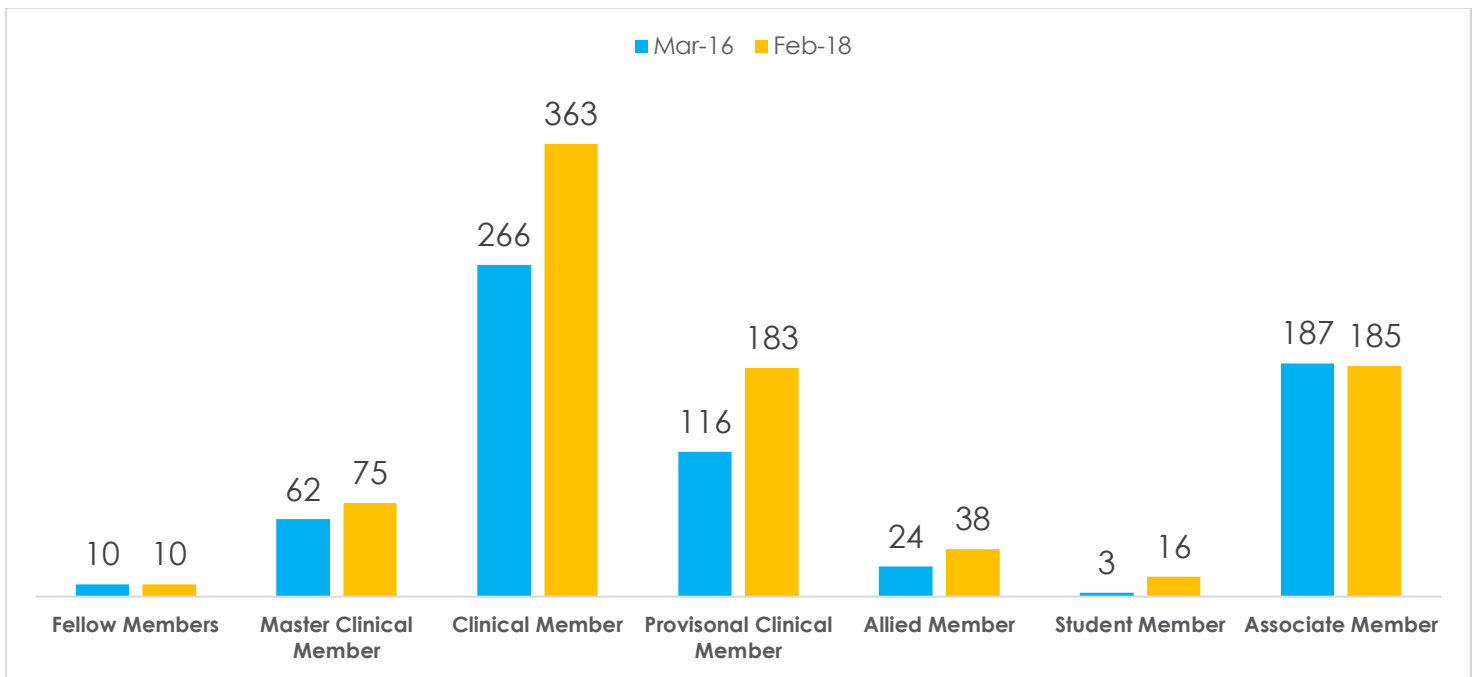
MEMBERSHIP STRENGTH

- As At February 2018

870 Members

267 Registered Counsellors¹
116 Registered Clinical Supervisors¹

33% increase
from 2016



¹ As at December 2017

MINUTES OF THE 35th AGM - 24 March 2017

Singapore Association for Counselling (SAC)

**Minutes of 35th Annual General Meeting
Held on 24 March 2017 Friday, At 7:00 pm, At Furama City Centre,
60 Eu Tong Sen Street, Singapore 059804**

1.	Opening
	<p>Annual General Meeting (AGM) commenced at 7:15 pm with the opening welcome by Trina Tan (TT), Honorary Secretary.</p> <p>Sam Kuna (SK) presented the agenda for AGM.</p> <ul style="list-style-type: none"> • To confirm the minutes of the 34th Annual General Meeting held on 17 June 2016. • President's Report with the Reports of the Executive Committee • To receive and adopt the Audited Financial Statement for the financial year ended 31 December 2016. • Appointment of members for the various SAC Boards. • To pass the resolution on new standards for Clinical Supervisors • Any Other Business •
2.	Acceptance of Minutes of the 34rd Annual General Meeting 2016
	<p>Members accepted the minutes of the 34rd Annual General Meeting 2016.</p> <p>Proposed by Chandrasenan Joshi, CO0217 Seconded: Edwin Quek, B0025 All in agreement, with no objections or abstentions.</p>
3.	Matters Arising and Approval of the 34rd Annual General Meeting 2016
	<p>There were no matters arising, and the minutes of the 34rd Annual General Meeting 2016 was approved.</p> <p>Proposed: Dubey Ram Narain, CO284 Seconded: Audrey Yeo, CO224 All in agreement, with no objections or abstentions.</p>
4.	President's Report
	<p>President highlighted the following pointers:</p> <p>Key Strategic Developments in 2016</p> <ol style="list-style-type: none"> 1. Establishment of the Various Standing Boards 2. Co-opted Appointment of member for the various SAC subcommittees: Andy Lam, Mohammed

	<p>Zullkarnain, Celine Edmund</p> <ul style="list-style-type: none"> - President encouraged members to visit the SAC website for updates and information of SAC <p>3. Improved our Communication with EXCO and Boards Email addresses have been updated for members to write in when there are concerns or updates Interested members who wished to serve in the subcommittees to sign up</p> <p>4. Members of New Boards (See Appendix A)</p> <p>5. Strengthening our Administrative/Secretariat Processes</p> <ul style="list-style-type: none"> - Recruitment of a new Acting Manager for SAC Secretariat, Eileen Lee <p>6. Seeking of premise for SAC</p> <ul style="list-style-type: none"> - To secure an office space: To create a visible identity for SAC, a therapy and training space for members - Reminder: SAC became a full Member of NCSS a year ago and there are direct services that SAC needs to provide as well as member's privileges can benefit from. <p>7. Review of SAC Constitution to ensure proper management and compliance as a professional association catering to the various levels of practitioners in the field</p> <p>8. Review of the SAC Code of Ethics to meet the international standards but remaining relevant to Singapore</p> <p>9. Review of Handbook of Professional Counselling in Singapore</p> <p>* Members are welcome to serve in these areas to work on the review of the above</p> <p>10. Review on Course Recognition and Revision of Standards</p> <ul style="list-style-type: none"> i. Extension has been given to all institutions till Oct 2018 in view of the review and revision of standards by the new Board for Course Recognition <p>11. Exemption for Professional Indemnity</p> <ul style="list-style-type: none"> i. due to the sophisticated cliental coverage, legal implications can be damaging - Letter of exemption can be applied if counsellors are adequately covered by their own insurance cover or by their organisation <p>12. Inclusive posture of SAC</p> <ul style="list-style-type: none"> i. Conversations with various Ministries and organisations who can have their counsellors included in SAC have been initiated by the President ii. Invitation is still open to veteran counsellors as clinical members from January to December 2017 <p>13. Development of SAC's Crisis Response Teams in partnership with SGSecure through MOM</p>
5.	Plan for 2017
	<ul style="list-style-type: none"> 1. To organise various training workshops each quarter in a calendar year to be led by the 3 subcommittees. <ul style="list-style-type: none"> • Supervision of Supervision (27 – 28 Jul 2017) • Art Therapy (Sep/Oct 2017) • Academic Counsellors Seminar (early 2018) 2. To review the course recognition program by October 2018 3. To organise a 1-day conference to commemorate SAC's 35th Anniversary. Tentative date: 3 November 2017 4. To develop a new website for SAC members

6.	Financial Report (FY2016)
	<p>Frederick Low (FL), Vice-President of SAC presented the financial report FY 2016 on behalf of the Treasurer, Ms Hema Gurnani, who was unable to attend.</p> <p>Presentation of the Audited Financial Statement for the financial year ended 31 December 2016</p> <ul style="list-style-type: none"> - Income: \$59,968.17 <ul style="list-style-type: none"> • (membership subscriptions: \$56,593.18) • (Course recognition fees: \$3,374.99) - Expenditures \$33,219.14 - Balance as at 31 December 2016: \$204,015.75 <p>Proposed: Preeti Pandit, CO234 Seconded: Chandrasenan Joshi, CO0217 All in agreement, with no objections or abstentions.</p> <p><i>Auditor: Dubey Ram Narain</i> <i>Note: Request from Auditor to indicate your membership number so that auditors can have audit trail.</i></p>
7.	Resolution
	<p>The following resolutions were presented by SK as Resolution Chairman. Resolution 2 was tabled first as there was more discussion for Resolution 1.</p>
8.	Resolution 2
	<p>NOTED that there is a need to appoint members of the Register of Counsellors Board.</p> <p>BE IT RESOLVED that the current members of the Interim Board be appointed for a full 2-year term from March 2017 to March 2019.</p> <p>There were no discussion and a vote was taken on Resolution 2 All in agreement, with no objections or abstentions. Resolution 2 was carried unanimously</p>
9.	Resolution 1
	<p>NOTED that there is a need to establish benchmarks and reinforcement of high standards in clinical supervision.</p> <p>NOTED FURTHER that there is a need to ensure that clinical supervisors are properly recruited and appointed and who will adhere to a proper guidelines and standards of practice.</p> <p>BE IT RESOLVED that the Clinical Supervision Procedures attached hereto as Exhibit "A", and the Clinical Supervision Guidelines submitted to this meeting, be and are hereby approved and adopted as the SAC Clinical Supervision Procedures and the SAC Clinical Supervision Guidelines, with immediate effect or otherwise specified in the documents.</p>
10.	Discussion: Information of the New standards for Clinical Supervisors
	<p>SK explained and clarified the below.</p> <p>New standards for Clinical Supervisors</p> <ol style="list-style-type: none"> 1. At least 5 years of practice 2. Achieved 1,500 hours of clinical practice (Achieved within 5-8 years at least 10% should be clinical supervision) 3. Recognised training of at least 150 hours in clinical supervision

	<p>4. Pre-RCS status for the first two years upon approval</p> <p>5. To clock at least 100 hours of clinical supervision</p> <p>6. A simple form of Meta Supervisor feedback of the Pre-RCS to be completed in the renewal process</p> <p>7. EXEMPTION CLAUSE: applicants who are long-serving practitioners who have been clinical supervisors but do not have the necessary training hours may apply and be granted Pre-RCS until they meet the 2-year renewal requirements.</p> <p>Pre-RCS and RCS who may not be able to fulfil the required number of hours with the 2-year eligibility may apply for leave-of-absence OR for exception OR for extension. Approval on a case-by-case basis.</p> <ul style="list-style-type: none"> - Renewal for RCS will be every two-year period following the same cycle as the RC - The following requirements must be met: <ul style="list-style-type: none"> a. 300 hours of clinical practice (<i>individual, couple, group, supervision, consultation and skills-related training</i>) b. 100 hours of clinical supervision (baseline requirement) c. 50 CPE hours, 10% of which has to be related to supervision d. 10% of personal supervision must be individual supervision - The clinical supervision guidelines will be uploaded to the website
11.	To pass the resolution on New standards for Registered Clinical Supervisors (RCS)
	<p>NOTED that there is a need to amend the discrepancies on the document and to delete the current document on Clinical Practice hours for renewal for Clinical Supervisors</p> <p>BE IT RESOLVED that the document presented be amended as above and there will not be an increase in supervision hours.</p> <p>There were no discussion and a vote was taken on the amendments.</p> <p>Proposed by Elizabeth Nair, A0003</p> <p>Seconded by Audrey Yeo, CO224</p> <p>All in agreement, with no objections or abstentions.</p>
12.	Discussion and Clarification on Resolution 1
	<p>a. Toh Hwee Boon (member): How many CPE hours related to supervision for Registered Clinical Supervisor (RCS)?</p> <ul style="list-style-type: none"> - Dr Elizabeth Nair (EN), member of Clinical Supervision Standing Committee replied to seek for possible online courses in supervision to clock the CPE hours. <p>b. Alan Yeo (member): Is there a way to align my current renewal?</p> <ul style="list-style-type: none"> - [SK] SAC will be aligning in June 2018 as the implementation date, and subsequently it will be for 2 years renewal simultaneously with the RC renewal. <p>c. Alan Yeo (member): Regarding foreign supervisors, what the criteria will be?</p> <ul style="list-style-type: none"> - [EN] As long as the foreign supervisors are recognised from the country they are from and

	<p>are they accepted in the professional standards of that country, SAC will grant approval</p> <p>d. Reena Goenka (member): If the supervisors are recognised by that association for that modality, can their supervision be taken into consideration? [SK] Certainly. But members need to ensure they are recognised in that field or modality.</p> <p>e. Khanna Vandana (member): If supervisors are qualified but not certified by SAC, what do we do? [SK] SAC will require their CVs to be sent in for approval</p> <p>f. Rose Faquir (member): Good online courses that do not give certification but CPE hours, does SAC recognised</p> <p>[EN] It has always been a practised by SAC to recognise such submissions.</p> <p>[Comments from subcommittee] EN expressed her concern that as a counsellor, we will need to look at the whole person, as such, it might good to look beyond one modality.</p>
13.	To pass the Resolution 1 on New Standards for Registered Clinical Supervisors
	<p>NOTED that there is a need to pass the resolution on New standards for Registered Clinical supervisors.</p> <p>BE IT RESOLVED that the resolution on New standards for Registered Clinical supervisors with the amendments be accepted as presented.</p> <p>There were no further discussion and a vote was taken on Resolution 1.</p> <p>Acceptance of the resolution with amendments on Resolution 1</p> <p>Proposed by Toh Hwee Boon, B0070 Seconded by Tan Boon Huat, B0007</p> <p>For: 53 Unanimous Against: 0 Abstain: 0 All in agreement. Resolution 1 was carried unanimously.</p>
14.	Any Other Business
	No other matters and the President recommended to adjourn the AGM
15.	Conclusion
	SK concluded that SAC will continue to support professional development of counselling and to ensure that professional benchmarks in counsellor training programs are kept current to international standards. SAC aims to raise the competency, transparency and accountability for clinical supervision
16.	Adjourned to next AGM 2018
	<p>Proposed by Bryan Shen, B0063 Seconded by Dubey Ram Narain, C0284 For: 53 Unanimous Against: 0 Abstain: 0 All in agreement.</p>
17.	Closure
	There being no other business, the meeting ended at 9.05pm

Minutes were prepared by Joyce Chan
Vetted by Trina Tan and Sam Kuna

FINANCIAL STATEMENTS

Registered in Singapore
UEN No. S83SS0024D

Year ended 31 December 2017

STATEMENT BY THE EXECUTIVE COMMITTEE

We, Sam Kuna and Hema Gurnani, being the President and Honorary Treasurer of the Singapore Association for Counselling respectively, do hereby state that in our opinion, the accompanying statement of financial position, statement of income and expenditure, statement of changes in accumulated fund and statement of cash flows, together with the notes thereon, are drawn up so as to give a true and fair view of the state of affairs of the Association as at 31 December 2017 and the results, changes in funds for the year ended on that date.

On behalf of the Executive Committee



SAM KUNA
President



HEMA GURNANI
Hon. Treasurer

Singapore, 6 February 2018

FINANCIAL STATEMENTS

Registered in Singapore
UEN No. S83SS0024D

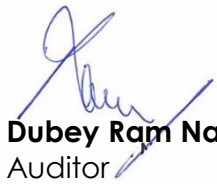
Year ended 31 December 2017

REPORT OF THE AUDITOR TO THE MEMBERS

I have audited the accompanying financial statements of the Singapore Association for Counselling ("the Association") comprising the statement of financial position as at 31 December 2017, statement of income and expenditure and statement of changes in accumulated fund and statement of cash flows for the year then ended.

In my opinion the financial statements are properly drawn up so as to give a true and fair view of the state of affairs of the Association as at 31 December 2017 and the results of the Association ended on that date; and

The accounting and other records required by the regulations enacted under the Societies Act to be kept by the Institute have been properly kept in accordance with those regulations.



Dubey Ram Narain
Auditor

Singapore, 6 February 2018

FINANCIAL STATEMENTS

Registered in Singapore
UEN No. S83SS0024D

STATEMENT OF COMPREHENSIVE INCOME for the year ended 31 December 2017

	Note	2017 \$	2016 \$
INCOME			
Membership subscription incl RC & CS fees		83,308	56,593
Course recognition fee		4,750	3,375
Bank interest (Autosave)		59	47
Bank interest (Fixed deposits)		143	109
Temporary employment credit		48	-
Innovation and Productivity Grant (NCSS)		17,160	-
Email blast fee		1,200	1,000
Members activities/projects	3		
Income from activities/projects		36,475	-
Less: Expenses re: activities/projects		32,443	1,282
		4,032	(1,282)
		<u>110,700</u>	<u>59,842</u>
Less:			
EXPENDITURE			
Advertising and promotion		40	-
Secretariat service fee	4	20,400	20,400
Bank charges		119	130
Computer expenses & softwares		1,645	-
CPF contributions		4,918	-
General expenses		-	206
Internet/website	5	15,287	1,253
Medical expenses		146	-
Meeting expenses - Exco		134	240
Meeting expenses - AGM		7,297	8,457
Postage and courier		240	156
Printing and stationery		1,161	1,291
Refreshments		53	-
Salaries	6	26,083	-
Skills development fund		58	-
Subscription	7	5,560	279
Telephone		1,205	225
Transport and taxi fares		597	582
		<u>84,943</u>	<u>33,219</u>
Surplus/(Deficit) for the year before Taxation		25,757	26,623
Taxation		1,838	5,545
Surplus/(Deficit) for the year after taxation transferred to Accumulated Fund		<u>23,919</u>	<u>21,078</u>

FINANCIAL STATEMENTS

Registered in Singapore
UEN No. S83SS0024D

STATEMENT OF FINANCIAL POSITION as at 31 December 2017

	Note	2017 \$	2016 \$
ASSETS			
Current assets			
Cash and cash equivalents	8	229,862	210,913
Trade receivables	9	19,706	16,270
Prepayments		581	1,649
Total assets		250,149	228,832
ACCUMULATED FUND AND LIABILITIES			
Accumulated fund		227,935	204,016
Current liabilities			
Accrued expenses	10	1,710	-
Members subscription in advance		80	-
Suspense account		1,277	327
Course recognition fee received in advance		4,583	9,458
AIG - professional indemnity insurance		14,564	15,031
Total liabilities		22,214	24,816
Total Accumulated fund and liabilities		250,149	228,832

FINANCIAL STATEMENTS

Registered in Singapore
UEN No. S83SS0024D

STATEMENT OF CHANGES IN ACCUMULATED FUND for the year ended 31 December 2017

	2016 S\$	2015 S\$
Balance as at 1 January	33,409	33,969
Surplus/(Deficit) for the year	236	- 560
Balance as at 31 December	<u>33,645</u>	<u>33,409</u>

The notes form an integral part of and should be read in conjunction with this statement.

FINANCIAL STATEMENTS

Registered in Singapore
UEN No. S83SS0024D

STATEMENT OF CASH FLOW for the year ended 31 December 2017

	Note	2017 \$	2016 \$
Cash flow from operating activities			
Profit (Loss) before tax		25,757	26,623
Total adjustments			
Depreciation		-	-
Operating cash flows before changes in working capital		<u>25,757</u>	<u>26,623</u>
Total changes in working capital		(4,970)	44,635
Trade receivables		(3,436)	(10,993)
Other payables		1,068	56,939
Other receivables		(2,602)	(1,311)
Net cash flows from (Used in) operating activities		20,787	71,258
Tax paid		1,838	5,545
Net cash flows from (Used in) financing activities		-	-
Net increase/(decrease) in cash and cash equivalents		<u>18,949</u>	<u>65,713</u>
Cash and cash equivalents, beginning balance		210,913	145,200
Cash and cash equivalent, ending balance	8	<u>229,862</u>	<u>210,913</u>

FINANCIAL STATEMENTS

Registered in Singapore
UEN No. S83SS0024D

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 December 2017

These notes form an integral part and should be read in conjunction with the accompanying financial statements.

1. General

The Singapore Association for Counselling (the "Association") is registered in Singapore under the Societies Act, Cap 311 with its registered office at 93 Toa Payoh Central #05-01, Toa Payoh Central Community Building, Singapore 319194.

The Singapore Association for Counselling is a professional body representing the interests of counsellors and psychotherapists in Singapore, including generating knowledge sharing and establishing best practice standards, to generate continued growth of the profession to meet the interests of clients.

2. Summary of significant accounting policies

2.1 Basis of preparation

The financial statements of the Company have been drawn up in accordance with Singapore Financial Reporting Standards ("FRS"). The financial statements have been prepared on the historical cost basis except as disclosed in the accounting policies below.

The financial statements are presented in Singapore Dollars (\$), which is the Institute's functional currency. All financial information presented in Singapore Dollars has been rounded to the nearest dollar, unless otherwise indicated.

2.2 Income recognition

Subscription from members are on cash basis. All others are on accrual basis.

Depreciation is calculated using the straight-line method to allocate depreciable amounts over their estimated useful lives. The estimated useful lives are as follows:

Useful lives	
Computer equipment	5 years

FINANCIAL STATEMENTS

Registered in Singapore
UEN No. S83SS0024D

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 December 2017-cont'd

3 Members activities/projects

2017

Activities/project title	Date	Income	Expenses	Excess/(deficit)
Members dialogue session	20.01.17	-	1,989	(1,989)
Comm Counsellors meetings	various	-	67	(67)
Systemic approaches to CS	28-28.07.17	6,200	4,387	1,813
35th Anniversary Conference 2017	03.11.17	30,275	26,000	4,275
		<u>36,475</u>	<u>32,443</u>	<u>4,032</u>

2016

Total projects		-	1,282	(1,282)
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4 Secretariat service fee

	2017	2016
	\$	\$
Paid to Singapore Professional Centre (\$1,700 per mth)	<u>20,400</u>	<u>20,400</u>

5 Internet/website

	2017	2016
	\$	\$
Paid to Geowalker Pte Ltd - software development	14,200	-
Other internet/website costs	<u>1,087</u>	<u>1,253</u>
	<u>15,287</u>	<u>1,253</u>

6 Salaries

	2017	2016
	\$	\$
Employment of Manager from March 2017	<u>26,083</u>	-
	<u>26,083</u>	<u>-</u>

FINANCIAL STATEMENTS

Registered in Singapore
UEN No. S83SS0024D

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 December 2017-cont'd

7 Subscription

	2017	2016
	\$	\$
Singapore Professional Centre - 2015, 2016 & 2017	<u>5,560</u>	<u>-</u>

8 Cash and cash equivalents

	2017	2016
	\$	\$
Bank balance - DBS Bank	180,321	161,515
Fixed deposits - DBS Bank	49,541	49,398
	<u>229,862</u>	<u>210,913</u>

9 Trade receivables

	2017	2016
	\$	\$
Professional Indemnity insurance debtors	17,831	16,270
Conference debtor	75	-
VCF Training grant receivable	1,800	-
	<u>19,706</u>	<u>16,270</u>

10 Accrued expenses

	2017	2016
	\$	\$
CPF Board - CPF contributions	<u>1,710</u>	<u>-</u>

MEMBERS LISTING

As of 22 February 2018

Fellow Member

D'Rozario Vilma
Khoo Molly
Nair Elizabeth
Ng Tiat Khuan Jonathan
Ong Teck Hong
Syn Margaret
Tan Swee Yee Joyce
Thio-Ho Twa Moi Vicky
Toh Juliana
Yeoh Gueh Kwang

Master Clinical Member

Ang Ting Ting Sophia
Bong Benny
Bung Theresa (Tan Lee)
Chan Lai Cheng Jessica
Chan Pei See Joyce
Chan Teck Yoong Theresa
Chandra Diana
Chen Xiao Ming Jean
Cho Chia Min
Chua Irene
Chua Wang Soon Ruth
Chung Yee Lin Ada
Dang Thi Que Huong Esther
De Souza Virginia
Goh Song Eng
Guee Chai Koong Andy
Gupta Suhrita
Gurnani, Hema
Ho Geok Choon Danny
Ho Kar Yue Benjamin
Ho Swee Min Laurence
Hogan, Debbie
Jebal, Pushpalatha Sheena
Jim Bin Ismail Omar Bek
John, Joseph
Kew Choi Foong Sutrisno
Koay Li May Michelle
Koh Ai Sim Linda
Koh Choo Choo Sharon (Mrs Sharon Sng)
Koh Hwee Lin Evelyn Rochelle
Koh Soo-Tho Angelina
Kok Lee Fong
Kong Seet Mui
Kuna Sam
Lam Kee Soon Andy
Lau Hon Shin
Lee Boon Ooi
Leong Yi Mei Cheryl
Lim Beng Khuan Christine
Lim Peng Ann Adrian
Lim-Choy Puay Wun
Lim-Teo Lek Mei Charlene

Loi Irene
Loke Keng Choong
Low Anna Maria
Low Siew Har Dorothy
Low Teck Keong
Mack Wing Hung Wilson
Murthy, Clyde Michael
Ng Bee Eng Debbie
Ng Carolyn
Ng Chong Chee Dan
Ng Hong Eng
Nur Farha Qaiyishah Raj
Ong Chooi Seng
Ong Kie Wee Tony
Ong Kwee Hiong Clare
Ow Yong Lai Meng
Quek Jwee Leng Edwin
Ramachandran, Saradha
Rani Rugnath, Nisha
Shen Shuyliang Bryan Crucis
Tan Boon Huat
Tan Chin Yeow Augustine
Tan Kay San Wilson
Tan Li Lian Trina
Tay Guat Eng
Teo Lak Kwang William
Toh Hwee Boon
Wong Gah Mun Connie
Wong Mee Yin
Yap Lay Khoon Doris
Yeo Kong Leong Alan
Yeo See See Lynette
Yoo Siew Foong Florence

Clinical Member

Abdul Aziz, Mohammed Zulkarnain
Achantana Shanti
Agashe Madhura
Aik Poh Hong Aggie
Ang Bee Lin Marlene
Ang Kim San Norman
Ang Teck Ee
Ang Yew Chuan
Au Hoi Ting
Au Kum Ying Jennifer
Azrin Bin Abdul Rahim
Bamanshaw Trevor Gerard
Bauer Muriel
Beck Kevin Roy
Bin Juat Wah
Bong Jenny
C N Rajandran Suganthi
Castro, Genevieve Tolibas.
Chai Chin Yaun Nancy
Cham Kwok To Jason

Chan Boon Pin Frank
Chan Chooi Yee Rosemary
Chan Guat Choo
Chan Hong Khim Albina
Chan Lai Peng Victoria
Chan May Peng
Chan Peng Yew Raymond
Chan Quee Eng Carrie
Chan Sook Ying Jacqueline
Chan Tuck Chee Philip
Chan Wai Kuen Adelina
Chan Yim Peng Grace
Chan Yin Fun Rachel
Chandrasenan, Joshi s/o
Chang Cheng Ern Lydia (Lim C.E Lydia)
Chang Chiu Mei
Chang Choy Ling Florence
Charley Joyce
Chee Ai Lay
Chee Hsieh Mei Charmaine
Chee Sau Mui Fiona
Chen Boyu
Chen Shiyun Charlotte
Chen Ya Shu
Chen Yee Sing June
Cheng Chee Seng
Cheng Chi Yin Sylvia
Cheong Huan'er Christine
Cheong Mun Kin
Cheong Mun Yee
Cheong Wah Loong Alvin
Chew Geok Bee
Chew Yat Peng
Chia Hui Erl
Chia Kwok Ying
Chia Lee Meng Pauline
Chia Sok Hua Lucy
Chieng Yee Chie Joycelyn
Chin Hui Shin
Chin Mew Yam Flora
Chin Yoke Mun
Chin Yong Ann Michael
Ching Pui Fun
Chiu Chung Man Mandy
Chiu Mei Mei Cassandra
Chng Sock Wah Paulina
Chong Ann Foong Coreen
Chong Evelyn
Chong-Tan Seok Hwa Vivien
Choo Chiah Yuet Carol
Chou Shen Chi Deborah nee Lie
Chow Oi Har
Chu Ker Min Josephine
Chua Gek Lin Germaine
Chua Hock Leng Timothy
Chua Kah Hwee

Chua Kok Teng Elaine	Koh Mei Lien Candice	Lincoln Colin Michael
Chung Ee-Lynn Rachel	Koh See Boey Wendy	Ling Yin Peng Joyce
Chung Yan Yan Alice	Koh Siew Joo Agnes Claire	Livingston Anna Catherine
Daniel, Amy Dr.	Koh Siew Yen Gary	Lo Hui Min Chrystella
Dasari Pushpavathie	Koh Yoke Sim Grace	Loh Bee Chin Cindy
Deng Chee Kwong Jeremiah	Koh, Angela May Lin	Loh Kooi Keng Joselyn
Dhot Ajapaul Singh	Kong Mun Yee Cynthia	Loo Florence Ruth
Dubey Ram Narain	Kumarasamy Devika	Louis Halbert
Duraipandi, Angelina Jayanthi	Kunaselan Selvarani @ SILVER	Louis, John Philip
Edmund Celine Vasantha	Kwan Poh Chue Jaclyn	Louis, Karen McDonald
Ee Cheng Lian Vivian	Lai Tien Chin Jacintha	Low Poi Kee Frederick
Faquir Rose Apphia Rujab	Lam Yoke Fong	Lu Winny
Fernando Monica Christine	Lau Choe Keng Trudy	Lui Hah Wah Elena
Foo Lai Lan Paula	Lau Mui Choo Wendy	Luo Pin Xuan
Foo Mui Leng	Lee Chung Yean Jeffrey	Mackenzie, Bernard
Foo Soo Jen	Lee Hui Lan Winnie	Mak Janet Rebecca
Gajardo Eugenia	Lee Joyce Sue	Mali, Arati Vidyadhar
Gan Sih Tar Michele	Lee Mui Cheng Clarissa	Manasseh Ruth
Gan Su Keng Peter	Lee Mun	Mar Wan Yee Iris
Giam Xiuhui	Lee Pedjoe, Patrice Catherine	Mariambee Binte Abdul Hamid
Go Monica	Lee San San Suzanna	Mendis Mahesika Dilani
Goenka Reena	Lee Sock Kuan	Menon Sailaja
Goh Kee Chye Lawrence	Lee Soo Pin Pauline Addison	Mittal Vinti
Goh Kui Hwa	Lee Suet Fong Lisa	Mohajer Moshdeh
Goh Meibo Guilini Grace	Lee Swee Leng Merleen	Mohammed Sulor Bin Haji Mohd Noor
Goh Shan Shan Vivien	Lee Tai Loong Joachim	Mok Nellie
Goh Siew Kim Wendy	Lee Yee Sing (Pang Hong Tin)	Moody Ian Andrew
Goh Sue Chern Susan	Lee Yoke Mey	Moong San Hwee Leonard
Goh Tian Seah Richard	Lee-Lek Siew Ling Yvonne	Muhammad Hafiz Bin Zainal Abidin
Guo Lih Jia	Leong Geok Hiok Pauline	Mundae Aarti
Haji Agus Bin Abdullah	Leong Kok Kuan	Muthusamy, Stanley s/o
Heng Su-Yin Jacqueline	Leong Mun Leng Joana	Nah Kiat Yong
Hiew Ying Min	Leong Wai Mun	Neo Mary
Ho Kok Inn	Leong Woo Ho Raymond	Ng Hwi Meow Agnes
Ho Soo Yi Karen	Leong Yoke Yin Ruth	Ng Poh Yaip Steven
Ho Sum Tim Christina	Leow Hock Chuan John	Ng Siang Kiat Vivienne
Holmes, Claire Ruth	Leow Peng Peng Janis	Ng Siew Siew Jaslyn
Hong Joey	Lian Tai Yu Amanda	Ng Sook Wai Jaime
Hsi Kay Tee Timothy	Liang Mei Lun Alice	Ngiam Kee Peng
Ip Lee Lee	Liau Kien Fie Albert	Ngoh Heng Yee
Irit, Ben-Ari Zilberman	Liew Shuh Onn Desmond	Noor Faridah A Rahim
Jarbines Christopher Bello	Lim Ai Chia	Oh Wan Chyi Valerie
Jewitt, Amanda Lea	Lim Angeline	Ong Chai Cheong
Kan See Mun	Lim Bee Bee Carolyn	Ong Chen Hock Charlie
Kaneson Vanita	Lim Bee Lian Judith	Ong Chin Aik Kenny
Kang Chun Yong Dave	Lim Bee Yian Vivien	Ong Hwee Lai
Kapoor Neeta	Lim Chee Ding Betty	Ong Hwee Ling Kathleen
Khanna Vandana	Lim Chiew Shan Wendy	Ong I. Warton
Khoo Aik Phong Nicholas	Lim Guat Eng Janie	Ong Kek Seng Roger
Khoo Siew Bee	Lim Hui Khim	Ong Siew Hong Michelle
Khoo Siew Lynn Lynette	Lim Lee Joyce Esther	Ong Xian Wei Thomas
Kobayashi Hiroko	Lim Mei Imm Magdalene	Ortiz Vida Banares
Koh Ai Jin	Lim Mui Gek Jane	O'Sullivan Fiona Maher
Koh Ai Pei Alicia	Lim Puay Eng	Pandit, Preeti
Koh Bee Cheng Dawn	Lim Say Teck Richard	Phoon Grace
Koh Bee Hoon Belinda	Lim Tze Chuang Dustin	Pillai Michael
Koh Bee Ling Majorie	Lim Wan Cheng Cheryl	Piyali Chakrabarti
Koh Chin Mei Diana	Lim Weng Kee Ivan	Png Robin
Koh Hong Wue Jessica	Lim Zhi Xiang Benedict	Png Tiang Hsia Michelle
Koh Karmen Audrey	Lim Zhiyi Gymy	Poh Shee Yean
Koh Lee Sian Agnes	Lim-Tan Guay Neo Florence	Pong Pao Ling Theresa

Quah Poh Hock Alex
Rafeah Bte Buang
Rajagopal Mallighase Ivan Joseph
Rajesh David
Ramachandran Shamini Ras
Ricart Yana Berenice
Rokiah Binte Samsudin
Roy Angshuman
Rusly Paula Beatrix
Samuel Vanessa Juanita
Santoso Lanny
Saravanakannan, Ganapathi
SB Viknesan
Seah Meng Hwa
Seow Kwee Yong
Sheila Mukhtar Kaur
Siew Chee Kit Jonathan
Sim Sian Kiong Elijah
Sim Siew Choo Mabel
Sim Yih Shyang Andy
Sivadas, Rena
Sng Ngiap Teck Jimmy
Sng Siew Leng
Sng Wee Kiang Wesley
Soh Choon Lee
Soh Guan Heng Steven
Soleman Margareth
Soliano Michelle Monica
Song Poh Poh Angeline
SooHoo Ming Yim
Sophian Kayat
Sukumaran Nair Indu
Suriya Sanjeevan s/o Arumugam
Szeto Yoke Kheng Geraldine
Taheri Maliheh
Tan Ai May Esther
Tan Chwee Peng Amy
Tan Hui Hong Dawn
Tan Lay Bee Naomi
Tan Li Ching Rebecca
Tan Li Si Daphne
Tan Lih Chin
Tan Mui Lee Doreen
Tan See Hoe Paul
Tan Siew Foong
Tan Siew Siew Elysia Eileen
Tan Soh Hiang
Tan Soo Yin
Tan Soo Yui
Tan Soon Choon Henry
Tan Wei Teck Steven
Tan Yew Ngee Andre
Tan Yih Sze
Tan Yik Ching Andrina
Tang Ai Ching Christina
Tang Sau Tak Ricky
Tang Sook Fong
Tang Weng Fung
Tan-Moh Yoke Lan Janice
Tay Jin Lu Jean
Tay Meng Hock Sunny

Tay Siok Choo Margaret
Tay Sok Choo Sophie
Tay Swee Aii Susan
Tay Yuka Aiga
Teo Swee Ling Lena
Teo Wei Pin Edmund
Teoh Tan Ping Angeline
Tham Chee Kin Steven
Thio-Ho Twa Moi Sally
Tien Li Mei Alice
Tin Tina
Tjahjadi Sylvia
Toh Mui Choo Gena
Toh Quee Yong Joanne
Too Meng Chen Eleanor
Too Seng Hong Daniel
Wang Hui Min Regina
Wang Le Feng Andrea
Wang Yi Shing
Wee Boon Choon
Wetherell Silvia
Wong Chiew Mee Jane
Wong Choon Kew Winnie
Wong Foong Kew Christine
Wong Liang Hong
Wong Mi Fung Doreen
Wong Poh Ping
Wong Weng Keong
Wong Wun Chee
Woo Choo Peng Matthew
Wu Che Yun Steven
Wu Xiulan Ashley
Yang-Peterson Geraldine Ann Nicolette
Yap Chwee Pheng
Yap Lee Jong
Yap Pei Sei Kayla
Yap Xiu Fen Denise
Yeap Hwee Ling Bettina
Yee Boon Chen Jeanie
Yee Foong Wah Eliza
Yeo Audrey
Yeo Meiluan Jasmine
Yong Swee Lan Irene

Provisional Clinical Member

Abdul Rahman Fadzilah
Abu Bakar Mohammed Ismail
Aidil Ahmad Bin Muhammad
Ang Bin Hua Yvonne
Ang Kok Poh Andy
Balaji, Subhashini
Bay Siow Lon
Begum Dil Afroja
Bongard Simon John
Butler MaryJane Craige
Chan Chiaw Shin Billy
Chan Sei Wah Mary Fanny
Chang Xue Li Sherry
Chen Jing
Cheng Mui Hong Mabel

Cheong Lee Boon Jocelyn
Cheong Peiwan Kelly
Chew Lan Yang Clarise
Chew Min Chin Timothy
Chia Puay Cher Joan
Chiang Siew Wei Francisca
Chng Jun Hui Kayla
Chok Juin Hwa Karen
Chong Kim Chai Sherine
Choo Hua Long Joseph
Chooi Mei Sin
Chua Chiew Hoon Eileen
Chua Joo Leng
Chua Wenting Dominica Candy
da Roza Andrew John
Dasler Rachel Kathryn
Desouza Merle Dolores
Drabu Sukriti
Goh Geok Bee Sally
Goh Loh Nah Luona
Goh Sun Ling
Goh Teck Huay
GohainBarua Indrani
Gupta Mahima
Haidinou Sanaa
Heng Cher Hoon
Ho Boon Chye Hilton
Hogan Faith Felicitas
Hong Kok Seng Andrew
Hong Man Ning Felicia
Hoon Mei Peng Joanne
Huggins Paula Elizabeth
Irudayamary Joseph Maria Nathan
Jadhav Tejal Sapre
Jain Shruti
Jawharmal Deepika Naresh
Jhangiani Nisha
Kang Geok Sue Elisa
Kannan Udayammai
Khoo Siew Eng
Koh Kim Lian Wendy
Koh Li Wei Dawn
Koh Siew Lin Esther Meredith
Kwek Ban Seng Leonard
Lai Mei Chin
Lai Wan Ning
Lam Choon Chaip
Ledesma Miranda
Lee Betty Anizah
Lee Geok Hong Dawn
Lee Oi Wei
Lee Pamela Lynn
Lee Siu Li Anna
Lee Su Choon
Lee Teck Ming
Lim Chiou Yui
Lim Dahlia
Lim Huay Keng Katherine
Lim Meng Kwan Alvin
Lim Ngee Hui Brenda
Lim Siang Chuang Phyllis

Lim XinXian
Lim Yee Wee Herman
Lin Zhiwei Bernard
Loo Ye Qi Audrey
Lopes Claudia Alexandra Santiago
Low Junsheng Johnsen
Low Siew Foong Janice
Luis Jacqueline Magdalena
Manimuthu Mary
Manokaran Kavitha
Mathews Sapna
Mazlina Binte Salim
Mohamed Faris Fathima Shafeeka
Mok Hwee Bee Cecilia
Mueller Allard Alexander
Netten Hilda Lee
Ng Chai Hong Geraldine
Ng Chai Hoon Elsie
Ng Eu Tong Nigel
Ng Gim Hon
Ng Tio Wee Jason
Ng Wei Yang Dillion
Ngho Chang Sim Jenny
Niederberger Danae Allen
Nonis Macneu Martin
Oh Boon Tai
Ong Ai Lin Irene
Ong Beng How Steven
Ong Hock Lam Johnny
Ong Kian Ming Clement
Ong San San
Ong Siew Lan Jenny
Pak Andrea
Pal Alpana
Panicker, Vidianand Das
Paradkar Vrushali Manoj
Peh Boon Li Janice
Pereira Chriselda Rose
Quek Hwee Kian Lilian
Ramu Paniimalaer
Roberts Sam
Ruth Komathi d/o Thaya Needi
Ryan Julie Dianne
S. Raveendran
Seah Caleb Wenjie
Seah Chiew Kwan
See Kim Keng Sherlyn
Sekhon Berna Esendemir
Seng Hkawn Susan
Seow Amadea
Shah Kavita
Sheetal Vohra
Shin Hui Priscilla
Sidek Azhar
Sim Mui Luang Gladys
Singh Laxhman
Siti Haslinda Binte Badul Karim
Soenaryo Yulia
Soh Chai Yong Valerie
Sreedharan Shylaja
Sridhar Srividhya

Stephen Patrick Soloman
Sukhtankar Nandini Vijaykumar
Sumasundaram Uma Devi
Suraya Binti Ali
Suriyavarnan Jagadis
Swee Giok Lam Janice
Tan Eng Choon
Tan Keng Yan
Tan Nyuk Choon Flora
Tan Puay Hua Helen
Tan Siew Yin Christine
Tan Sok Har Esther
Tan Sook Khuan Helenna
Tan Wei Qi Michelle
Tan Yi Ling Jesslyn
Tan Yong Khoon Peter Paul
Tang Phak Kwong
Tang Wai Harn
Tay Aik Keong Winston
Teo Junrong Sharlene
Teo May Ching Vania
Teo Zi Rong Donovan
Tey Mei Yan
Ting Mei Lin
Toh Yue Lai Grace
Tong Yoke Tho
Vijayan Elbina Joyce d/o
Wang Shiow Mei
Wee Moh Lee Molly
Wong Chooi Ling
Wong Kok Chew
Wong Lian-Ya Katrina
Wong Poh Hoon Jackie
Woon Chin Ting
Woon Li Lin Shirley
Woon Vivien nee Hon Fook Sin
Woothitha Paweena
Xiao Li En
Yee Tuck Meng
Yeo Bee Keok Kelly
Yeo Chee Keong
Yeo Elaine
Yeo Kok Hwa
Yeo Neng Sheng Dominic
Yeoh Oon Bee
Yik Chow Meng

Allied Member

Belen, Joan Elaine Casuncad
Chai Bin Hua
Chan Chee Keong
Cheong Ming Han Edmund
Chow Kit Seen
Dass Mark
Goh Chor Siang
Haier Diana Bte Hashim
Ho Wei Yuen Alvin
Jagadharan Vickineswarie
Lam Yuet Meng Rachel
Lee Pheng Hua Ray

Lim Jian Wen Jasper
Lim Kah Hui Josephine
Lim Kai Kok Zeb
Lim Ming Chu Sharon
Low Yiing Jia
Lui Jean
Martin Daniel Wayne
Mellissa Letchmi d/o A. Krishnan
Mohamed Sulaiman Haja Navaz
Moroni Claudio
Muhammad Arif Bin Osman
Ng Siew Yim Veronica
Ng Zi Hui Zanthé
O'Neill Ian
Padmanapan Sandya
Pallot Bush Joanna Margaret
Poo Yi Woon
Poon Soo Yiang Amy
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