



**Singapore
Association for
Counselling**

FOR COUNSELLING
AND PSYCHOTHERAPY

2020 ANNUAL REPORT

**Inclusive Practice,
Empowering Community**

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About SAC

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 the then 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.

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 in effect from June 2018.

On 03 November 2017, the new SAC Logo, Website, and Member Portal was launched by Mayor Denise Phua at the half-day 35th Anniversary Conference.

At the end of 2018, the EXCO decided to terminate the Secretariat services with the Singapore Professional Centre. From 01 January 2019, SAC started its own Secretariat services at Work Central Offices Pte Ltd with one full time staff, one part-time staff and Genesis Consulting as our financial services provider.

2020 will go down as a significant year as Singapore coped with the Global Covid-19 pandemic, SAC observed several "firsts" - the first time to practice counseling, supervision, training, and meetings online (via Zoom) as well as conducting our first "Virtual AGM" with Elections of a new Executive Committee. 2020 will also go down into history as SAC conferred our first Fellow Member.

President's Message

The 26th Executive Committee of the Singapore Association for Counselling is pleased to present its Annual Report 2020. The year under review was an extraordinary year for everyone. It will go down in history as one marked by the COVID-19 global pandemic. Individuals, businesses, organisations, and governments were heavily impacted in one way or another. Naturally, our Association was not spared.

Events and Activities ceased completely, and we moved the Annual General Meeting 2020 online as permitted under the COVID-19 (Temporary Measures) Act 2020. It was significant for us as it was an election year for the Association which required additional care in holding a virtual AGM. I am pleased to report that members rose to the occasion, quickly picked up skills on the procedures and format of online AGM. Our secretariat and the Executive Committee as well as members demonstrated resilience and adaptability in face of the new normal. The AGM was a success! A new Executive Committee was elected to see the Association forward for 2020 – 2022. Mr. Sam Kuna, SAC President (2016 – 2020) was conferred Fellow of the Association at the event.

The Association was not passively letting the pandemic impact us. SAC participated actively in supporting the Nation's effort in combating Covid-19, in particular the mental health concerns that followed the pandemic and the subsequent poor economic conditions. SAC was one of the key partners to the Ministry of Social & Family Development as they rolled out the National Care Hotline initiative in April. Our members responded keenly to our call for volunteers to help man the hotline. Our participation led to the Chinese Primetime News featuring one of our

volunteers and SAC, a media exposure for an otherwise 'media-shy' professional organisation. In the region, SAC was also represented at a virtual regional forum on Counselling and COVID-19 in October organised by the National Population & Family Development Board, Malaysia.



In closing the year, the Association welcomed 241 new members, bringing the total in our fold to 1020 members as at 31 Dec 2020. Our Register of Counsellors also saw 41 more registrants. Six (6) new clinical supervisors made onto our Register of Clinical Supervisors as well.

On the financial front, the Association recorded a surplus of \$68,738, which is 11.32% more than the previous year. Our accumulated fund grew by 21.53% to \$387,926.

Our subcommittees kept up the vibrancy of the Association and followed EXCO's lead to move all activities online. New Members Orientation and Clinical Supervision were amongst other activities that took place during the year. Do read more about them in the pages of this report.

Within SAC, we started a small Public Education team who made interesting bite-size posters and interview clips focusing on various theoretical orientation on a quarterly basis. Separately, you must have also noticed that we are sending you festive greetings tailored made with SAC logo affixed. The public education posters, videos and our festive greetings are all available on our Facebook page!

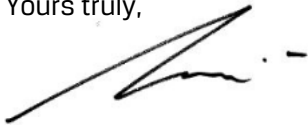
I take this opportunity to thank the Ministry of Social & Family Development, the Ministry of Education, the Ministry of Home Affairs, the National Council of Social Service, Singapore Association of Social Workers, and other

stakeholders for their support rendered to SAC during the year, in our work of growing and shaping the counselling profession and landscape in Singapore.

It leaves me to thank the people who held the Association together. I thank the Chairpersons and member-volunteers of all Sub-Committees and Boards. Without you, the Association will not be functioning as well as it did, and it would have been a less vibrant year for us. We also thank Ms Sarah Phua from Genesis Consulting & Solutions and our staff Ms Sandra Lim for carrying out their roles dutifully and with pride. I thank my colleagues on the Executive Committee for sharing the leadership and serving our members in ways we know best. Special thanks to the newly formed public education team – Dr Joyce Chan, Ms Azlita Jaffar and Ms Lim Jia Yi.

To all members, Thank you for your participation and support at Association events and activities. As I always say, the Association can only be as strong as our members!

Yours truly,

A handwritten signature in black ink, appearing to be 'F. P. K. Low', with a long horizontal stroke extending to the right.

Dr Frederick P K Low
President 2020 – 2022

Executive Committee (2020 – 2022)

PRESIDENT – DR FREDERICK LOW

Frederick has held many roles in counsellor education and research in the past decade. As an adjunct faculty with several institutes of higher learning, he contributes to the teaching of counselling and psychology. 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 served as the Vice President of the Singapore Association for Counselling from 2016-2020. He held the portfolio as Chairman of SAC's Course Recognition Board from 2014 – 2020 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 a SAC Registered Counsellor and Registered Clinical Supervisor. He is also a Chartered Psychologist and an Associate Fellow of British Psychological Society.

VICE PRESIDENT – MR ANDY LAM

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.

A 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 was previously the Assistant Director of Viriya Community Services, a voluntary welfare organisation, 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 is currently a Senior Court Family Specialist with the Family Justice Courts, focusing on family dispute resolution work, extending from his strong belief in systemic principles.

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.

2ND VICE PRESIDENT – MR DAN NG

Dan has been practising as counsellor in various settings for the past decade. He is trained in Advance Care Planning (ACP) and has been engaging his clientele in End-Of-Life (EOL) discussion as part of his clinical work. Dan has strong interest in working with children and elderly and believes in empowering his clients.

Besides being a counselling practitioner, Dan has been providing individual, group supervision and case consultations.

Dan is a SAC registered counsellor/supervisor and a Master Clinical Member. He is also a professional member with American Counselling Association and is registered as Level 4 member/ Clinical Supervisor with Australia Counselling Association (ACA).

Currently, Dan serves as the 2nd Vice-President of the Singapore Association for Counselling and had contributed previously as Assistant Hon Secretary (2016-2018), Co-opted Member (2014-2016).

HONORARY SECRETARY – REV SAM KUNA

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. Sam is a SAC Registered Counsellor and Registered Clinical Supervisor and immediate past President of the Singapore Association for Counselling (2016-2020). Sam was also conferred the Fellow Member status at the SAC AGM 2020 for his contributions to the counselling profession in Singapore and his many years of service in SAC.

Starting his counselling practice since the late 1980s, Sam had further training in psychology and marriage, family, and child counselling. He is a practicing family therapist, child counsellor, a sandplay practitioner, and a certified master addiction therapist. He is a clinical member of the Association for Marital and Family Therapy (Singapore), a Founding Board Member of the Asia Pacific Certification Board (APCB), which certifies addiction therapists in Asia, Adviser to the Association for Christian Counselling (Singapore), and Board Member of the Asian Christian Counselling Association. Sam is an ordained preacher with the Assemblies of God of Singapore.

Executive Committee (2020 – 2022)

ASSISTANT HONORARY SECRETARY – MS HEMA GURNANI

Hema Gurnani has served in the Social Service Sector for 23 years. She was previously the Centre Head of WINGS Counselling Centre and is currently the Co-Founder and Director of AppleTree Counselling Pte Ltd. Trained in Child Psychology and Counselling, her primary areas of expertise include play, sand tray and symbol work for pre-schoolers, children, and youths. She is also well-versed in family therapy and mediation, having worked extensively with families and single parents on complex issues like divorce and separation, as well as with members of the LGBTQ+ community on existential challenges.

As a SAC Registered Counsellor & Clinical Supervisor, Hema continues to supervise interns from SAC-recognised Counselling programmes, MOE Counsellors and the Community Practitioners. She was also an adjunct lecturer at James Cook University and ECTA for the MOE Trainee Counsellors.

Since 2016, Hema has served SAC in various capacities, be it on the 'Community Counsellor Sub-Com,' the 'Counsellors Education Board', the 'Register Board' or her present role in the EXCO as Assistant Honorary Secretary.

Hema holds Masters of Counselling, a Postgraduate degree in Education and a Diploma in Child Psychology. She is an accredited play, sand tray and symbol work therapist, a registered Social Work Practitioner under Singapore Association for Social Work and has administrated Home Study Reports for the Ministry of Social and Family Development.

HONORARY TREASURER – MS AU HOI TING

Hoi Ting has 10 years of experience working in the social service sector. She has a Graduate Diploma in Counselling and Masters in Social Work. She had worked seven (7) years as a counsellor in AWWA Family Service Centre and is currently a social worker with Sengkang Family Service Centre.

Hoi Ting is both a SAC Registered Counsellor and SASW accredited Social Worker. She uses experiential approaches to enhance her work with individuals and multi-stressed families. She supports families facing challenges on various issues ranging from family conflicts, family violence, child protection, and mental health. Hoi Ting is also a volunteer with other non-profit organisations that support the wellbeing of children and youths.

ASSISTANT HONORARY TREASURER – MS LYDIA LIM

Lydia is a PEAKS People Analytics & Management Consultant with the Research Communication International. With over 20 years of experience in both Organisational / Corporate and Developmental Therapeutic domains, Lydia holds a Master of Social Science in Counselling from University of South Australia, and a Bachelor of Arts in Psychology from Massey University, NZ.

As a PEAKS Master-Trainer & Supervisor to PEAKS Consultants, Lydia strives to constantly adapt & apply the PEAKS People Analytics & Profiling Technology across vast spectrums of Professional, Educational & Personal domains for positive & significant impact on lives & communities.

Lydia firmly upholds the belief that it is critical to move beyond theoretical & traditional paradigms to constantly evolve & improve professional & industry-relevant best practices that are culture specific & contextually relevant to individuals, organisations & communities. Lydia has trained leaders at all levels across industries, locally & regionally. These include Corporate, MNCs, SMEs, government bodies, educational institutions & social communities. She regularly conducts programs in the areas of Leadership Development, Corporate & Professional Coaching & Mentoring, Strategic Planning & Deployment, Career Development, Counselling & Supervision, Marriage/Family Therapy & Life Coaching, etc.

Lydia's professional experiences are steeped in Clinical Practice & the Training & Supervision of Counsellors. She was the Clinical Director, Supervisor & Lecturer for a MA Counselling program, where she directed & developed courses on Human Development, Counselling Skills & Practice and Clinical Practicum & Ethics. Lydia was also an educational psychologist and developmental therapist at a Developmental Clinic for children & families, and a mental health counsellor at the Mount Elizabeth Behavioural Charter. A Clinical Member of the Singapore Association for Counselling, Lydia served as the Hon. Secretary of the Executive Committee (2008 – 2012) and has been newly appointed as Asst. Hon. Treasurer in 2020.

An enthusiast in community outreach, Lydia champions the belief that children, youth & young adults be given the specialised resources to discover their natural potential, in order to establish their pride of place in the society of their choice - to maximise potential and value add. An active participating contributor to society, Lydia has always been passionate and availed herself in areas of Counselling, Children-Teen Development, Mentoring for Marriage & Parenting and Social Engagement efforts such as public seminars and radio interviews.

Executive Committee (2020 – 2022)

COMMITTEE MEMBER – MS XIAO LI EN

Xiao Li En is a SAC registered counsellor who holds a Master in Counselling (Monash University), a degree majoring in psychology and sociology, and diplomas in special needs and dyslexia studies. Li En has experience working with people who face challenges due to family conflicts, academic stress, mental health issues, special needs, trauma, and blood cancer.

COMMITTEE MEMBER – MS CAROLYN LIM

Carolyn is a SAC registered Counsellor, a SASW registered Social Worker, and an AMFT Associate Member. She holds a Master's in Counselling (Monash University) and a Master's in Social Work (SUSS). She is currently with Care Corner Counselling Centre. Mainly supporting people in Mental Health, Trauma and Group Therapy for several years with creative humanistic experiential and expressive approaches that enhance the lives of people.

Prior to this, she was with Association of Women for Action and Research (AWARE) and AWWA Family Service Centre.

COMMITTEE MEMBER – MS GIAM XIUHUI, JENNY

Jenny holds a Master of Social Science (Counselling) from the University of South Australia and a Postgraduate Diploma in Psychology from James Cook University. In addition, she is a certified Professional Certified Coach with International Coach Federation. Jenny is also a SAC Registered Counsellor and Clinical Supervisor and a Registered Social Service Practitioner with SASW.

Jenny has 12 years of working experience in the social service sector. She has worked with families and individual with complex issues ranging from child protection and behavioural issues, family violence, mental health, financial and martial. At present Jenny works as a Correctional Rehabilitation Specialist at Singapore Prison Services. Jenny also involves in volunteer work with Singapore Army Forces Volunteer Corps as an Auxiliary Counsellor.

COMMITTEE MEMBER – DR CHAN PEI SEE JOYCE

Dr. Joyce Chan is a Master Clinical Member and Registered Clinical Supervisor with Singapore Association for Counselling (SAC). She is a Registered Social Service Practitioner with Singapore Social Work Association (SASW) and an Associate Licensed Minister with The Assemblies of God of Singapore. Joyce has over 20 years of experience working in the social sector; directly with clients and at management level. Currently she is with Singapore Prison Service. She oversees a Team supervising young offenders who are released into the community.

She started as a Youth Counsellor with Teen Challenge Singapore. Subsequently, she assumed the role as a Youth Director, followed by the Executive Director from 2010 to 2014. Besides her full-time work, she has been serving as adjunct lecturer and clinical supervisor with schools offering Post-graduate diploma and Master programmes. Joyce had previously served on the EXCO as a Committee Member and other roles.

Report of the Executive Committee 2020

CLINICAL SUPERVISION BOARD – REPORT BY CHAIRPERSON, DR JESSICA LEONG

The SAC Clinical Supervision Board received in 2020 seven (7) applications for recognition as SAC Registered Clinical Supervisors. Six applications were approved, and one (1) was rejected because of insufficient Training in Clinical Supervision and practice hours.

The Clinical Supervision Board met on 13 October 2020 to discuss the following Terms of Reference and roles and responsibilities for the SAC Clinical Supervision Board, and we agreed on the following:

Terms of Reference

1. The SAC Clinical Supervision Board shall assist the Executive Committee to oversee the approval of applicants for SAC Clinical Supervision Membership.
2. The SAC Clinical Supervision Board shall meet at least twice a year. Meetings shall be scheduled on half-yearly basis or as needed.
3. The SAC Clinical Supervision Board's responsibilities are to develop; implement; ensure adherence to; and review policies and procedures related to the supervisory quality and rigour of SAC.

Roles and Responsibilities

The SAC Clinical Supervision Board's responsibilities are:

- a) Developing procedures to ensure supervision quality and rigour
- b) Ensuring that applicants meet the criteria of SAC Clinical Supervision Membership
- c) Approving or disapproving applications within ten (10) working days on receipt of application(s) from SAC Secretariat
- d) Facilitating SAC to implement and comply with policies and procedures developed by SAC
- e) Reviewing, at least once a year, the criteria for approval of application for SAC Clinical Membership.

The Supervision Board also summarise the activities for processing applications received from the SAC secretariat.

MEMBERS OF THE CLINICAL SUPERVISION BOARD

Chairperson: Dr Jessica Leong

Members: Mr Joachim Lee
Mrs Linda Wan-Koh
Ms Livingston Anna Catherine
Rev Sam Kuna
Mr SB Viknesan
Mrs Sharon Sng

Report of the Executive Committee 2020

COUNSELLORS EDUCATION BOARD – REPORT BY CHAIRPERSON, MS TRINA TAN

The word 'unprecedented' was named the People's Choice 2020 Word of the Year* with other words like 'pandemic' being closely connected to each of us in ways that was unimaginable before 2020. 2020 will be a year that the world will remember for many centuries to come. Similarly, for the Board, 2020 has been one-of-a-kind.

Due to circuit breaker, site visits to the institutes of higher learning offering counselling programmes recognised under SAC were suspended, thus stalling the renewal process. In the year under review, creativity and flexibility were the highlights of the day, to allow the Board and reviewers to complete the renewal of nine (9) programmes with one new application.

2020 was also a time where the world hit the 'pause' button and took stock of things and people that were important to them. In the same vein, the Board deliberated and proposed changes to EXCO for the Course Recognition Manual, in the spirit of ensuring the document remain dynamic in anticipating fluidity of training at least for the next five years.

I am truly grateful and amazed at the tenacity of the reviewers in finding ways to complete the work. I also thank the Board members – Hoi Ting, Carolyn, Andy, Hema, Irene; SAC EXCO and the Heads of the various institutes for being patient and generous and trusting in the process while working together. A special thanks to Sandra, our Secretariat, who has helped us manage this whole Board, keeping us on track.

We look forward to 2021, one where there will be more courses on board with SAC and one where we continue to grow as a counselling profession.

**(['Unprecedented' named People's Choice 2020 Word of the Year by Dictionary.com](#))*

MEMBERS OF THE COUNSELLORS' EDUCATION BOARD

Chairperson:	Ms Trina Tan
Members:	Mr Andy Lam
	Ms Au Hoi Ting
	Ms Carolyn Lim
	Ms Hema Gurnani
	Ms Irene Loi
	Mr Anthony Mok* (SSI)
	Ms Constance Thong* (SASW)

Report of the Executive Committee 2020

ETHICS BOARD – REPORT BY CHAIRPERSON, REV SAM KUNA

This report is of the work undertaken by members of the Ethics Board for the period July 2020 to March 2021.

The Ethics Board is honoured to be appointed to serve in this capacity over the two (2) years – 2020 to 2022. The Board being new, had only met once via Zoom to get acquainted with each other.

We familiarised ourselves with the 3 outstanding cases handed over by the previous Board but there has not been any further movement on those cases.

While we are aware that all Members are operating under different circumstances under the COVID-19 pandemic, and also using multiple technology-driven platforms to engage with their clients, we are thankful and happy to report that there were no new formal complaints filed during the entire 2020. There were several email queries and feedback from clients but none of them developed into formal complaints against our members.

Over the remaining time of our tenure, the current Ethics Board proposes to do the following:

1. Update the SAC Manual of Ethical Procedures (2015)

The Members of the Ethics Board are heartened that members are practising responsibly while experiencing the instability of the environment and attending closely to each of their clients. This will help greatly to uphold the competencies and professionalism of counselling practitioners in Singapore, especially in the eyes of the public.

The Ethics Board looks forward to receiving feedback and recommendations from any of our members regarding the current Code of Ethics and the Ethics Manual of Procedures. This will help us to keep currency and relevance when applying to the practice.

MEMBERS OF THE ETHICS BOARD

Chairperson: Rev Sam Kuna

Members: Mr Andy Lam
Mr Benny Bong
Dr Muni Winslow
Mr Steven Tham
Mr Robin Lim

Report of the Executive Committee 2020

REGISTER OF COUNSELLORS BOARD – REPORT BY CHAIRPERSON, MS JENNY GIAM

Year	Total Applications Reviewed <i>(refer to approval & discussion list)</i>		No. of Approvals <i>(refer to approval paper)</i>		No. of meetings	Remarks
	New	Renewal	New	Renewal		
2019	83	163	44	126	9	
2020	69	136	41	127	8	These numbers are purely for Clinical Member & Registered Counsellors (RC) and it is excluding applications for the following: 1) Registered Clinical Supervisor (RCS) which were evaluated by the Clinical Supervision Board (CSB). 2) Fellow Members 3) Master Clinical Members 4) Provisional Clinical Members 5) Allied Members 6) Associate Members 7) Student Members

MEMBERS OF THE REGISTER BOARD

Chairperson: Ms Jenny Giam

Members: Ms Denise Yap
 Ms Hema Gurnani
 Mr Ng Chong Chee Dan
 Ms Reena Goenka
 Ms Rose Faquir
 Ms Yuyu Kow

Report of the Executive Committee 2020

COMMUNITY COUNSELLORS SUB-COMMITTEE – REPORT BY CHAIRPERSON, MR JOACHIM LEE

We are a group of seasoned counsellors dedicated to promoting the community practice of counselling.

Our focus for this term is to create an affordable and accessible group supervision to members and at the same time to showcase the various supervisors' expertise. This will allow members to know who they can look for to engage in more in-depth supervision.

We facilitated the inaugural Group Supervision in November 2020. The participants came from various backgrounds/sectors – from social services, mental health institution, school, and private psychiatric clinic. Though diverse in background, the learnings were phenomenal. The participants took home a wealth of learnings and made new friends along the way.

Finale of the Inaugural Group Supervision Dec 2020.



We will be creating more opportunities for group supervision for the next two years and some short in-house therapeutic approaches in this coming term. Stay tuned.

MEMBERS OF THE COMMUNITY COUNSELLORS SUB-COMMITTEE

Chairperson:	Mr Joachim Lee
Co-Chairperson:	Ms Dawn Tan Hui Hong
Members:	Mr Edwin Quek
	Ms Michele Gan
	Ms Sapna Mathews
	Ms Sukumaran Nair Indu

Report of the Executive Committee 2020

MEMBERSHIP SUB-COMMITTEE – REPORT BY CHAIRPERSON, MS CAROLYN LIM



SAC Membership Sub-Committee 2020
2020 Year End Team Appreciation and Celebration @ Working Title
From Left to Right: Sam, Rose, Celine, Hoi Ting, Carolyn, and Helenna.
Absent Members: Vinti and Li-En

Most SAC Membership Sub-Committee Team have known one another and worked behind the scenes for some five (5) years. We had great fun together with the diversity too!

The highlight would be our first online SAC New Membership Orientation 2020 on Zoom due to unprecedented pandemic. Our main host Celine's COVID-19 ice-breaker activities were really exciting while co-host Rose's SAC's fun facts quiz warmed up the people online. Our SAC president Dr. Frederick Low did an inaugural address on "**Counselling in such a time like this**" during COVID-19 Circuit Breaker phase. Finally, the team also helped address the various challenges of new potential Counsellors in the Q&A segment. Thanks to Sam Roberts for availing his IT design skills to our e-poster event promotion too.

Throughout 2020, the team supported SAC Facebook with free online public education with Narrative Therapy Community of Practice between July-August, weekly IAGP Social Dreaming Matrix, Quarterly TSM (Therapeutic Spiral Model) International Gathering previews and annual IAGP Research Journal 2020 sharing.

After our Volunteer Interests Recruitment during the orientation on 12th September 2020, we look forward to welcoming three (3) new members Abigail, Amy, and Julia to our SAC Membership Sub-Committee in 2021.

MEMBERS OF THE MEMBERSHIP SUB-COMMITTEE

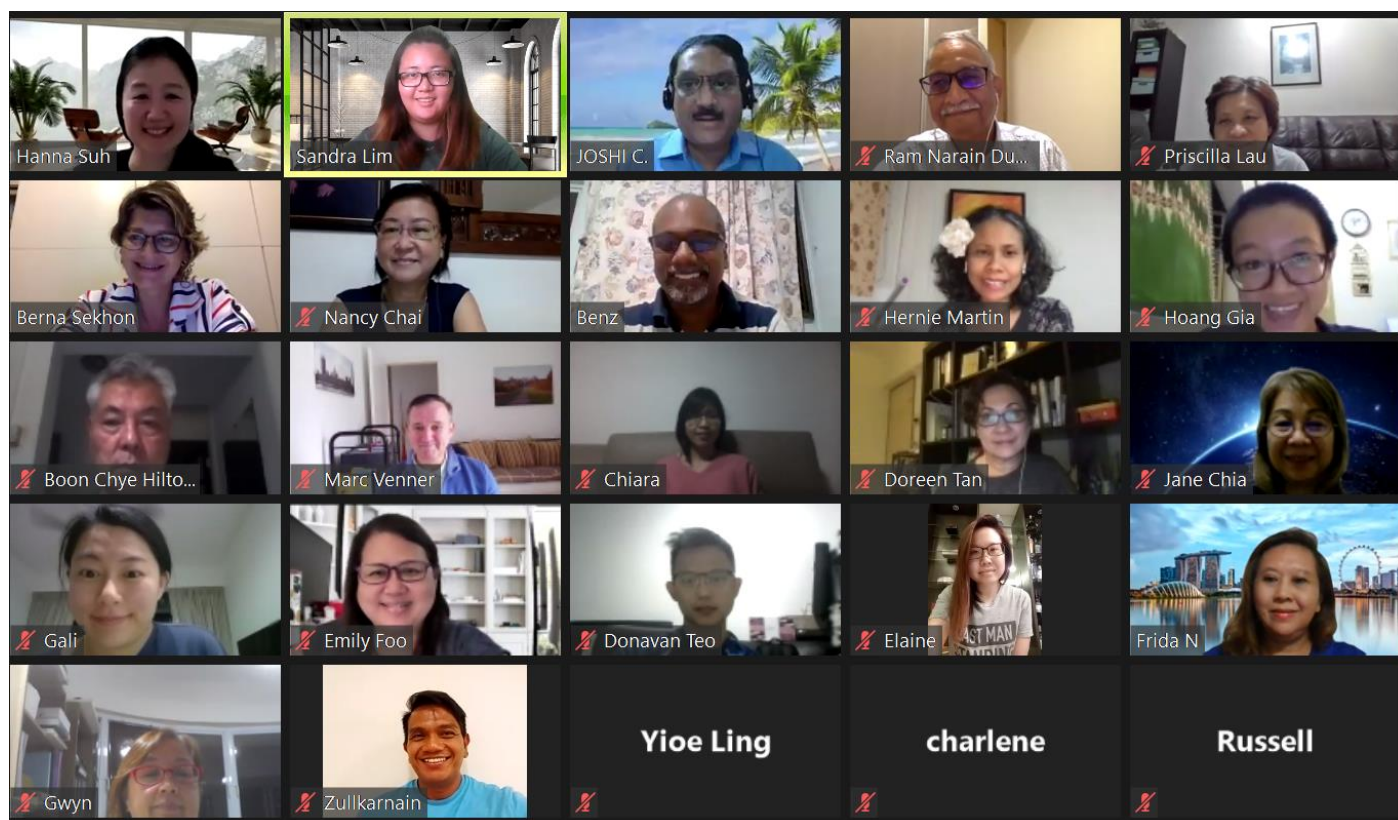
Chairperson: Ms Carolyn Lim
Co-Chairperson: Ms Au Hoi Ting
Members: Ms Celine Edmund
Ms Helenna Tan
Ms Rose Faquir
Mr Sam Roberts
Ms Vinti Mittal
Ms Xiao Li En

Report of the Executive Committee 2020

SCHOOL & COLLEGE COUNSELLORS SUB-COMMITTEE – REPORT BY CHAIRPERSON, BERNARD MACKENZIE

Due to the COVID-19 pandemic, the School and College Counsellors Sub Committee members were unable to meet face to face. However, the unprecedented moment called for daring initiative by the committee; the team organised our inaugural Community of Practitioners (CoP) session for counsellors who are practising in academic settings.

On 27th Nov 2020, Assistant Professor Hanna Suh from National Institute of Education (NIE) shared about **Burn-out and Self Care Strategies** for counsellors during the event. The committee's hard work was paid off as the team received positive feedback from the participants. The committee will continue to preserve and initiate more of such platforms in its continuous efforts in the professional development of School and College Counsellors.



MEMBERS OF THE SCHOOL AND COLLEGE COUNSELLORS SUB-COMMITTEE

Chairperson: Mr Bernard Mackenzie

Members: Ms Esendemir Sekhon Berna
Mr Joshi s/o Chandrasenan
Mr Jeffrey Lee
Mr Mohammed Zulkarnain Bin Abdul Aziz
Mr Teo Donovan
Mr Wu Che Vun Steven
Ms Xiao Li En

Report of the Executive Committee 2020

RESEARCH AND PUBLICATION STANDING COMMITTEE – REPORT BY CO-CHAIRPERSON, DR FREDERICK LOW

The Committee was formed to formalise the Association's long-standing intent to support local research in counselling and psychotherapy. During the year under review, the committee conceptualised and put in action the plan to gather interests from authors keen to contribute to SAC's first academic publication. A Call for Abstract was sent out and a healthy response was received. The committee is progressing to invite full papers on the shortlist and is on target to deliver the publication in conjunction with our 40th Anniversary celebration in 2022.

The Committee also went through some changes towards the end of 2020. Due to work and other reasons, Dr Tan Soo Yin and Dr Jennifer Isabelle Ong stepped down from the Committee. We thank them for their invaluable contribution during their time with us. The Committee looks forward to further growth and development in 2021 in order to materialise the Association's intention to do more in the area of counselling and psychotherapy research.

MEMBERS OF THE RESEARCH & PUBLICATIONS STANDING COMMITTEE

Co-Chairperson: Dr Frederick Low

Co-Chairperson: Dr Lee Boon Ooi

Members:
 Dr Alicia Pon
 Dr Chan Pei See Joyce
 Dr Gilbert Fan
 Dr Tan Soo Yin
 Dr Jennifer Isabelle Ong

Membership Strength

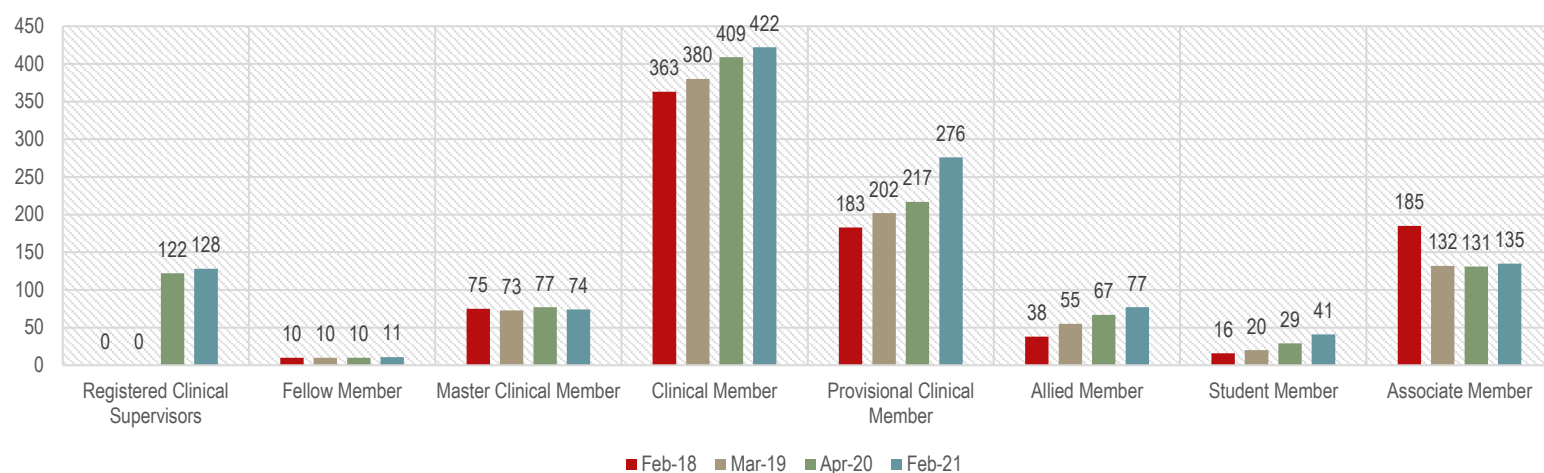
as at 28th February 2021

Membership Categories		Feb-18	Mar-19	Apr-20	Feb-21
Category A:	Fellow Member	10	10	10	11
Category B:	Master Clinical Member	75	73	77	74
Category C:	Clinical Member	363	380	409	422
Category D:	Provisional Clinical Member	183	202	217	276
Category E:	Allied Member	38	55	67	77
Category F:	Student Member	16	20	29	41
Category G:	Associate Member	185	132	131	135
TOTAL:		870	872	940	1036

REGISTERS IN SAC	2019	2020	2021*
No. of Registered Counsellors (RC)	267	371	404
No. of Registered Clinical Supervisors (RCS)	unavailable	122	128

*as at 28 Feb 2021

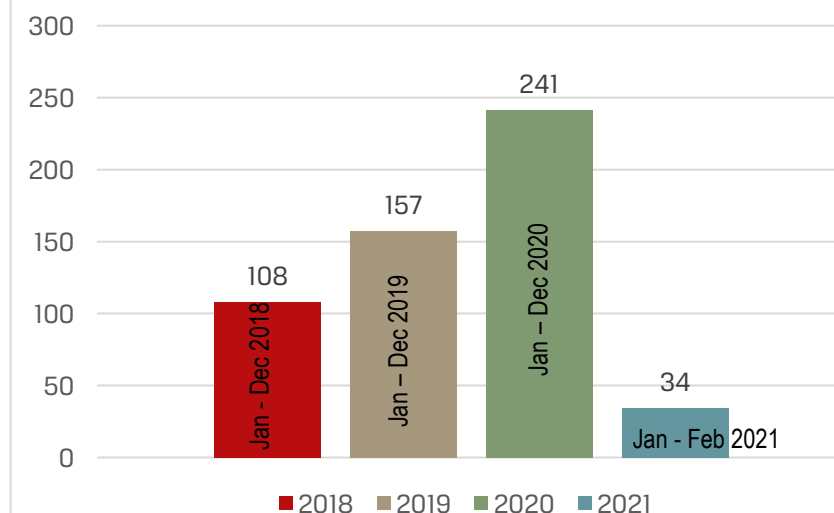
Total No. of Members



Total no. of new members	2018	2019	2020	2021*
	108	157	241	34

*as at 28th Feb 2021

No. of New Members



Minutes of the 38th Annual General Meeting held on 26th June 2020

**Minutes of 38th Annual General Meeting
of Singapore Association for Counselling (SAC)
Held on 26th June 2020
via Online Platform – Zoom**

1	Opening Address
1.1	The 38 th Annual General Meeting (AGM) commenced at 7.30pm with a warm welcome by emcee Ms Giam Xiuhui, Jenny.
1.2	Number of attendees: 74 (refer to Annex A) Voting Members: 74 Non-Voting Members: 0 As such, quorum was achieved to commence with the AGM.
1.3	Mr. Sam Kuna, President of SAC and Chairman of AGM presented the agenda for the 38 th AGM: 1. To approve the Minutes of the 37th Annual General Meeting held on 29th March 2019 2. To adopt the Annual Report 2019 3. To adopt the Financial Report ended 31st December 2019 4. Election of the Executive Committee for 2020 – 2022 5. Appointment of Register Board (2020 – 2022) 6. Appointment of Honorary Auditor for 2020 – 2021 7. To transact any other business 7.1. Nomination of Fellow Member 7.2. Professional Indemnity Matters
2	Acceptance of Minutes of the 37th Annual General Meeting 2019
2.1	Members accepted the Minutes of the 37 th Annual General Meeting held on 29 th March 2019, without amendments.
2.2	Proposed for Acceptance: Dr Chan Pei See Joyce, B0033 Seconded for Acceptance: Mr Dubey Ram Narain, C0284
2.3	Vote count via proxy forms: For: 56 (96.55%) Against: 0 (0.00%) Abstain: 2 (3.44%) Total forms received: 59 (including 1 invalid)
3	Annual Report for 2019
3.1	Chairman presented the following key highlights from the Annual Report 2019: a) Reports and Updates by the respective Boards and Sub-Committees b) Updates on Membership Strength – as of April 2020, there are 940 members of whom 496 are Registered Counsellors. There were 157 new members within the year 2019.
3.2	Proposed for Acceptance: Ms Debbie Hogan, B0012 Seconded for Acceptance: Dr Teoh Tan Ping Angeline, C0223
3.3	Vote count via proxy forms:

	For: 57 (98.27%) Against: 0 (0.00%) Abstain: 1 (1.72%) Total forms received: 59 (including 1 invalid)																																													
4	Financial Report 2019																																													
4.1	Ms. Audrey Yeo, Honorary Treasurer of SAC, in the presence of Mr. Dubey Ram Narain, Honorary Auditor, presented the financial statement for the year ended 31 December 2019, emphasising on the following figures: a) Income: ▪ Membership Subscriptions: \$120,199.00 ▪ Course Recognition Fees: 13,125.00 ▪ Advertising Income: \$19,288.00 b) Assets: \$388,302.00 ▪ Trade Receivables of \$9,468.00 in 2018 decreased to \$726.00 in 2019. c) Expenditures: \$103,877.00 d) Balance as at 31 December 2019: \$319,188.00																																													
4.2	The Financial Report 2019 was presented to members for acceptance. Proposed for Acceptance: B0071 Mr Ng Chong Chee Dan, B0071 Seconded for Acceptance: Dr C. Joshi, C0217																																													
4.3	Vote count via proxy forms: For: 56 (96.55%) Against: 0 (0.00%) Abstain: 2 (3.44%) Total forms received: 59 (including 1 invalid)																																													
5	Election of the Executive Committee for 2020 – 2022																																													
5.1	Since there is no contest for each position of the Executive Committee, the votes were based on confidence. The Chairman sought for the list of nominees to be voted en bloc. Proposed for Acceptance: Ms Sukumaran Nair Indu, C0297 Seconded for Acceptance: Mr Teo Wei Pin Edmund, C0041																																													
5.2	Vote count via proxy forms: <table><tr><th></th><th>Name</th><th>For</th><th>Against</th><th>Abstain</th></tr><tr><td>President</td><td>Dr Low Poi Kee Frederick</td><td>56 (96.55%)</td><td>1 (1.72%)</td><td>1 (1.72%)</td></tr><tr><td>Vice President</td><td>Mr Lam Kee Soon Andy</td><td>56 (96.55%)</td><td>1 (1.72%)</td><td>1 (1.72%)</td></tr><tr><td>2nd Vice President</td><td>Mr Ng Chong Chee Dan</td><td>55 (94.82%)</td><td>1 (1.72%)</td><td>2 (3.44%)</td></tr><tr><td>Honorary Secretary</td><td>Rev Sam Kuna</td><td>56 (96.55%)</td><td>0 (0.00%)</td><td>2 (3.44%)</td></tr><tr><td>Asst. Honorary Secretary</td><td>Ms Hema Gurnani</td><td>54 (93.10%)</td><td>1 (1.72%)</td><td>3 (5.17%)</td></tr><tr><td>Honorary Treasurer</td><td>Ms Au Hoi Ting</td><td>54 (93.10%)</td><td>0 (0.00%)</td><td>4 (6.89%)</td></tr><tr><td>Committee Member</td><td>Ms Giam Xiuhui, Jenny</td><td>55 (94.82%)</td><td>1 (1.72%)</td><td>2 (3.44%)</td></tr><tr><td>Committee Member</td><td>Ms Lim Bee Bee Carolyn</td><td>55 (94.82%)</td><td>0 (0.00%)</td><td>3 (5.17%)</td></tr></table> Total proxy forms received: 59 (including 1 invalid)		Name	For	Against	Abstain	President	Dr Low Poi Kee Frederick	56 (96.55%)	1 (1.72%)	1 (1.72%)	Vice President	Mr Lam Kee Soon Andy	56 (96.55%)	1 (1.72%)	1 (1.72%)	2 nd Vice President	Mr Ng Chong Chee Dan	55 (94.82%)	1 (1.72%)	2 (3.44%)	Honorary Secretary	Rev Sam Kuna	56 (96.55%)	0 (0.00%)	2 (3.44%)	Asst. Honorary Secretary	Ms Hema Gurnani	54 (93.10%)	1 (1.72%)	3 (5.17%)	Honorary Treasurer	Ms Au Hoi Ting	54 (93.10%)	0 (0.00%)	4 (6.89%)	Committee Member	Ms Giam Xiuhui, Jenny	55 (94.82%)	1 (1.72%)	2 (3.44%)	Committee Member	Ms Lim Bee Bee Carolyn	55 (94.82%)	0 (0.00%)	3 (5.17%)
	Name	For	Against	Abstain																																										
President	Dr Low Poi Kee Frederick	56 (96.55%)	1 (1.72%)	1 (1.72%)																																										
Vice President	Mr Lam Kee Soon Andy	56 (96.55%)	1 (1.72%)	1 (1.72%)																																										
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Committee Member	Ms Giam Xiuhui, Jenny	55 (94.82%)	1 (1.72%)	2 (3.44%)																																										
Committee Member	Ms Lim Bee Bee Carolyn	55 (94.82%)	0 (0.00%)	3 (5.17%)																																										
5.3	The following positions are currently vacant: a) Assistant Honorary Treasurer b) Committee Member (2 positions)																																													
6	Appointment of Register Board (2020 – 2022)																																													
6.1	The Register Board is governed by the SAC Constitution. Hence, there will be new appointments in the Register Board each new term. The following members have been appointed for the period 2020 – 2022: a) Chairperson: Ms Giam Xiuhui, Jenny b) Mr Ng Chong Chee, Dan																																													

	c) Ms Yap Xiu Fen Denise d) Ms Reena Goenka e) Ms Rose Faquir f) Ms Yuyu Kow Jia Qi
6.2	The Chairman welcomed the two (2) new members: Mr Dan Ng and Ms Yuyu Kow.
6.3	SAC would like to express special thanks to the following outgoing members for their contributions to the Register Board (2018-2020): a) Mr Bernard Mackenzie b) Dr Frederick Low c) Ms Silvia Wetherell
7	Appointment of Honorary Auditor for 2020 – 2021
7.1	Chairman noted that a new auditor is usually appointed (or reappointed) for a term of two (2) years. Special thanks to Mr Dubey Ram Narain for his effort and support over the past four (4) years. Chairman presented the appointment of Mr Ram Dubey Narain as Honorary Auditor for another one (1) year from 2020 – 2021 as per best practice of a maximum five (5) years of service.
7.2	Proposed for Acceptance: Mr Leong Kok Kuan Tony, C0323 Seconded for Acceptance: Ms Chin Mew Yam Flora, C0300
7.3	Vote count via proxy forms: For: 56 (96.55%) Against: 1 (1.72%) Abstain: 1 (1.72%) Total forms received: 59 (including 1 invalid)
8	Any Other Business
8.1	<u>Nomination of Fellow Member</u> Mr Andy Lam, Honorary Secretary presented the Nomination of Fellow Member for Rev Sam Kuna. Ms Trina Tan delivered a citation for Rev Sam Kuna.
8.1.1	Proposed for Acceptance: Mr Sam Roberts, D0085 Seconded for Acceptance: Mr Lau Hon Shin, B0075
8.1.2	Vote count via proxy from voting members: For: 57 (98.27%) Against: 0 (0.00%) Abstain: 1 (1.72%) Total forms received: 59 (including 1 invalid)
8.2	<u>Professional Indemnity (PI) Matters</u> Mr Andy Lam, Honorary Secretary provided a statement for a query sent to EXCO regarding a proposal to discuss the possibility of customisation of plans beyond the current basic primary cover that the Association has arranged. SAC is arranging to review PI matters with the insurer and will include this as part of the discussion in due time.
9	Concluding Statement by Chairman
9.1	Mr Sam Kuna, President of SAC and Chairman of AGM expressed special thanks to: a) Secretariat, Ms Sandra Lim and Accountant, Ms. Sarah Phua b) Emcee, Ms Giam Xiuhui Jenny c) EXCO Members d) And all members of SAC

10	Closure of AGM 2020
10.1	As there were no other matters, the Chairman declared that the AGM to be adjourned.
10.2	Proposed for Acceptance: Ms Tan Li Lian Trina, B0008 Seconded for Acceptance: Ms Chia Siew Lian, Anita, C0401

Minutes Prepared By:

Ms Sandra Lim, Assistant Manager & Secretariat

Vetted By:

Mr. Andy Lam, Honorary Secretary (2018-2020)

Rev Sam Kuna, President (2018-2020)

Annex A – List of Attendees

S/N	Names	Membership Number	Voting Member
1	Juliana Toh	A0009	Yes
2	Hema Gurnani	B0001	Yes
3	Trina Tan	B0008	Yes
4	Joseph John	B0009	Yes
5	Jessica Leong	B0010	Yes
6	Debbie Hogan	B0012	Yes
7	Sam Kuna	B0015	Yes
8	Adrian Lim Peng Ann	B0028	Yes
9	Linda Koh Ai Sim Koh	B0031	Yes
10	Joyce Chan	B0033	Yes
11	Saradha Ramachandran	B0037	Yes
12	Evelyn Rochelle Koh Hwee Lin	B0048	Yes
13	Yeo Kong Leong Alan	B0053	Yes
14	Diana Chandra	B0061P	Yes
15	Bryan Shen	B0063	Yes
16	Toh Hwee Boon	B0070	Yes
17	Ng Chong Chee Dan	B0071	Yes
18	Andy Lam	B0072	Yes
19	Ada Chung	B0073	Yes
20	Lau Hon Shin	B0075	Yes
21	Florence Ruth Loo	C0001	Yes
22	Tan Soon Choon	C0016	Yes
23	Angeline Teoh Tan Ping	C0023	Yes
24	Nellie Mok	C0039	Yes
25	Edmund Teo Wei Pin	C0041	Yes
26	Leong Woo Ho Raymond	C0061	Yes
27	Joachim Lee	C0115	Yes
28	Frederick Low	C0116	Yes
29	Cheong Mun Yee	C0120	Yes
30	Lawrence Goh	C0157	Yes
31	Ang Teck Ee	C0158	Yes
32	Deng Chee Kwong Jeremiah	C0176	Yes
33	Jaslyn Ng	C0177P	Yes
34	Vandana Khanna	C0179	Yes
35	Seow Kwee Yong	C0197	Yes
36	Suzanna Lee	C0206	Yes
37	Carolyn Lim Bee Bee	C0213	Yes
38	Chandrasenan Joshi	C0217	Yes
39	Andy Sim	C0222	Yes
40	Audrey Yeo	C0224	Yes
41	Vinti Mittal	C0230P	Yes
42	Shee Yean Poh	C0233P	Yes
43	Rose Faquir	C0245	Yes
44	Goh Tian Seah Richard Goh	C0248	Yes
45	Jean Tay	C0261	Yes
46	Chin Hui Shin Martin	C0269	Yes
47	Ram Dubey	C0284	Yes
48	Giam Xiuhui	C0286	Yes
49	Indu Sukumaran Nair	C0297	Yes
50	Chin Mew Yam Flora	C0300	Yes

S/N	Names	Membership Number	Voting Member
51	Lim Zhiyi Gymy	C0315	Yes
52	Tony Leong	C0323	Yes
53	Carrie Chan	C0330	Yes
54	Au Hoi Ting	C0348	Yes
55	Silvia Wetherell	C0366	Yes
56	Wesley Sng Wee Kiang	C0368	Yes
57	Raymond Chong	C0386	Yes
58	Anthony Yeo	C0392	Yes
59	Chia Siew Lian Anita	C0401	Yes
60	Joan Chia Puay Cher	C0418	Yes
61	Tay Ee Leng Elaine	C0431	Yes
62	Chooi Meisin	C0432	Yes
63	Lam Wai Mun	C0434	Yes
64	Hilton Ho	C0458	Yes
65	Yuyu Kow Jia Qi	C0469	Yes
66	Tan Sook Khuan	D0023	Yes
67	Sam Roberts	D0085	Yes
68	Leonard Kwek	D0128	Yes
69	Chen Jing	D0129	Yes
70	Sapna Mathews	D0193	Yes
71	Koh Hui-Min Joanna	D0299	Yes
72	Bong Yioe Ling	D0310	Yes
73	Irene Toh	D0352	Yes
74	Alvin Ho	E0007	Yes

Financial Statements

SINGAPORE ASSOCIATION FOR COUNSELLING

(Co. Reg. No: S83SS0024D)

AUDITED FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2020

Financial Statements

SINGAPORE ASSOCIATION FOR COUNSELLING

S83SS0024D

General Information

Executive Committee Members

Dr Low Poi Kee Frederick	<i>President</i>
Lam Kee Soon Andy	<i>Vice President</i>
Ng Chong Chee Dan	<i>2nd Vice President</i>
Au Hoi Ting	<i>Hon. Treasurer</i>
Sam Kuna	<i>Hon. Secretary</i>
Chang Cheng Ern Lydia (co-opted)	<i>Asst. Hon. Treasurer</i>
Hema Gurnani	<i>Asst. Hon. Secretary</i>
Lim Bee Bee Carolyn	<i>Member</i>
Giam Xiuhui Jenny	<i>Member</i>
Xiao Li En (co-opted)	<i>Member</i>
Dr Chan Pei See Joyce (co-opted)	<i>Member</i>

Registered Office

190 Clemenceau Avenue
 #06-01, Work Central Offices
 Singapore 239924

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Statement of the Executive Committee	1
Report of the Auditor to the Members	2
Statement of Income and Expenditure	3
Statement of Financial Position	4
Statement of Changes in Accumulated Fund	5
Statement of Cash Flows	6
Notes to the Financial Statements	7 – 14

Financial Statements

SINGAPORE ASSOCIATION FOR COUNSELLING
S83SS0024D
STATEMENT OF THE EXECUTIVE COMMITTEE
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2020

The Executive Committee is pleased to present their statement to the members together with the audited financial statements of Singapore Association For Counselling (the 'Association') for the financial year ended 31 December 2020.

1. Opinion of the Executive Committee

In the opinion of the Executive Committee,

- (a) the financial statements of the Association are drawn up so as to give a true and fair view of the financial position of the Association as at 31 December 2020 and the statement of income and expenditure, changes in accumulated fund and cash flows of the Association for the year then ended; and
- (b) at the date of this statement, there are reasonable grounds to believe that the Association will be able to pay its debts as and when they fall due.

2. Executive Committee

The Executive Committee of the Association in office at the date of this statement are:

Dr Low Poi Kee Frederick
Lam Kee Soon Andy
Ng Chong Chee Dan
Au Hoi Ting
Sam Kuna
Chang Cheng Ern Lydia (co-opted)
Hema Gurnani
Lim Bee Bee Carolyn
Giam Xiuhui Jenny
Xiao Li En (co-opted)
Dr Chan Pei See Joyce (co-opted)

On behalf of the Executive Committee,



Dr Low Poi Kee Frederick
President



Au Hoi Ting
Hon. Treasurer

Singapore
10 March 2021

Financial Statements

SINGAPORE ASSOCIATION FOR COUNSELLING
S83SS0024D
REPORT OF THE AUDITOR TO THE MEMBERS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2020

1. Opinion

I have audited the accompanying financial statements of the Association comprising the statement of financial position as at 31 December 2020, 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,

- (a) the financial statements of the Association are drawn up so as to give a true and fair view of the financial position of the Association as at and the statement of income and expenditure, changes in accumulated fund and cash flows of the Association for the year then ended; and
- (b) 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
10 March 2021

Financial Statements

SINGAPORE ASSOCIATION FOR COUNSELLING
S83SS0024D
STATEMENT OF INCOME AND EXPENDITURE
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2020

	Notes	2020 S\$	2019 S\$
INCOME			
Membership subscriptions (incl RC & CS fees)		125,796	120,199
Course Recognition Fees		15,000	13,125
Advertising Income		10,135	19,288
Other Income		452	19,499
Members activities/projects	4	1,600	(238)
Total Trade Income		152,983	171,873
OTHER INCOME			
Interest Income	5	1,522	1,462
Government Grants		10,418	-
Total Income		164,923	173,335
EXPENDITURE			
Administrative support		-	6,907
Accounting fees		7,690	8,040
Bad debt expense		681	-
Bank charges		227	296
Computer expenses & software		400	1,201
CPF contribution		6,018	6,190
Depreciation		7,100	8,794
General expenses		387	184
Fines & penalties		112	13
Internet/website		11,385	15,094
Insurance		2,496	1,248
Meeting expenses - Exco & Subcomm		867	1,719
Meeting expenses - AGM		400	6,474
Office & equipment rental		6,861	8,111
Postage and courier		166	180
Printing and stationery		2,209	519
Refreshments		66	318
Reviewer fees for course recognition		6,600	-
Salaries		35,400	36,409
Skill development fund		82	89
Subscriptions		1,369	556
Telephone		862	902
Transportation		360	633
Total Expenditure		91,738	103,877
Net Surplus/(Deficit)		73,185	69,458
Income tax expense	6	4,447	7,712
Total Surplus/(Deficit) after tax		68,738	61,746

The accompanying accounting policies and explanatory information form an integral part of the financial statements.

Financial Statements

SINGAPORE ASSOCIATION FOR COUNSELLING
S83SS0024D
STATEMENT OF FINANCIAL POSITION
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2020

	Notes	2020 S\$	2019 S\$
ASSETS			
Fixed assets	7		
Computer Equipment		1,692	1,692
Less: Acc Dep on Computer Equipment		(1,692)	(1,692)
Systems & Software		21,300	21,300
Less: Acc Dep on Systems & Software		(14,200)	(7,100)
		<u>7,100</u>	<u>14,200</u>
Current assets			
Cash and cash equivalents	8	414,611	358,284
Trade receivables	9	2,384	726
Deposits		602	602
Prepayments		2,439	2,615
Other receivables	10	1,250	11,875
		<u>421,286</u>	<u>374,102</u>
Total assets		<u>428,386</u>	<u>388,302</u>
ACCUMULATED FUND AND LIABILITIES			
Accumulated fund		387,926	319,188
Current liabilities			
Income tax payable		5,653	7,712
Trade payables	12	3,689	37,197
Other payables	13	31,118	24,205
		<u>40,460</u>	<u>69,114</u>
Total accumulated fund and liabilities		<u>428,386</u>	<u>388,302</u>

The accompanying accounting policies and explanatory information form an integral part of the financial statements.

Financial Statements

SINGAPORE ASSOCIATION FOR COUNSELLING
S83SS0024D
STATEMENT OF CHANGES IN ACCUMULATED FUND
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2020

	2020 S\$	2019 S\$
	S\$	S\$
Balance at the start of the year	319,188	257,442
Surplus/(Deficit) for the period after taxation	68,738	61,746
Balance at the end of the year	387,926	319,188

The accompanying accounting policies and explanatory information form an integral part of the financial statements.

Financial Statements

SINGAPORE ASSOCIATION FOR COUNSELLING
S83SS0024D
STATEMENT OF CASH FLOWS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2020

	2020 S\$	2019 S\$
Cash flows from operating activities		
Profit before tax	73,185	69,458
Adjustment for:		
Dep of Property, plant and equipment under s19a	7,100	8,794
Operating profit before working capital changes	80,285	78,252
<u>Changes in working capital :</u>		
Trade receivables	(1,658)	5,742
Other receivables and prepayments	10,801	(8,868)
Trade and other payables	(26,595)	24,456
Cash generated from operations	62,833	99,582
Income tax paid	(6,506)	-
Net cash flows from operating activities	56,327	99,582
Cash flows from investing activities		
Acquisition of property, plant and equipment	-	(22,994)
Net cash flows used in investing activities	-	(22,994)
Cash flows from financing activities		
Net cash flows used in financing activities	-	-
Net increase in cash and cash equivalents	56,327	76,588
Cash and cash equivalents at beginning of financial year	358,284	281,696
Cash and cash equivalents at end of financial year	414,611	358,284

The accompanying accounting policies and explanatory information form an integral part of the financial statements.

Financial Statements

SINGAPORE ASSOCIATION FOR COUNSELLING
S83SS0024D
NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2020

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

1 General

The Association (UEN. No. S83SS0024D) is registered in Singapore under the Societies Act, Cap 311 with its registered office and principal place of business at 190 Clemenceau Avenue #06-01, Work Central Offices Singapore 239924.

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 Association 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 (S\$), which is the Association's functional currency.

2.2 Adoption of new and revised standards

The accounting policies adopted are consistent with those of the previous financial year except in the current financial year, the Association has adopted all the new and revised standard which are relevant to the Association and are effective for annual financial periods beginning on or after 31 December 2020. The adoption of these standards did not have any material effect on the financial statements.

2.3 Standards issued but not yet effective

A number of new standards, amendments to standards and interpretations are issued but effective for annual periods beginning after 31 December 2020, and have not been applied in preparing these financial statements. The Association does not plan to early adopt these standards.

Financial Statements

SINGAPORE ASSOCIATION FOR COUNSELLING
S83SS0024D
NOTES TO THE FINANCIAL STATEMENTS (Continued)
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2020

2. Summary of significant accounting policies (Continued)

2.3 Standards issued but not yet effective (Continued)

The following standards that have been issued but not yet effective are as follows:

Description	Effective for annual periods beginning on or after
Amendment to FRS 116 Leases: Covid-19-Related Rent Concessions	1 June 2020
Amendments to FRS 109 Financial Instruments, FRS 39 Financial Instruments: Recognition and Measurement, FRS 107 Financial Instruments: Disclosures, FRS 104 Insurance Contracts, FRS 116 Leases: Interest Rate Benchmark Reform— Phase 2	1 Jan 2021
Amendments to FRS 16 Property, Plant and Equipment: Proceeds before Intended Use	1 Jan 2022
Amendments to FRS 37 Provisions, Contingent Liabilities and Contingent Assets: Onerous Contracts – Cost of Fulfilling a Contract	1 Jan 2022
Annual Improvements to FRSs 2018-2020	1 Jan 2022
Amendments to FRS 1 Presentation of Financial Statements: Classification of Liabilities as Current or Non-current	1 Jan 2023
Amendments to FRS 110 Consolidated Financial Statements and FRS 28 Investments in Associates and Joint Ventures: Sale or Contribution of Assets between an Investor and its Associate or Joint Venture	Date to be determined

The Executive Committee accepts that the adoption of the standards above will have no material impact on the financial statements in the period of initial application.

2.4 Property, plant and equipment

All items of property, plant and equipment are initially recorded at cost. Subsequent to recognition, property, plant and equipment are measured at cost less accumulated depreciation and any accumulated impairment losses. The cost of property, plant and equipment includes its purchase price and any costs directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management. Dismantlement, removal or restoration costs are included as part of the cost of property, plant and equipment if the obligation for dismantlement, removal or restoration is incurred as a consequence of acquiring or using the property, plant and equipment.

Depreciation is calculated using the straight-line method over their estimated useful lives. Depreciation is recognised from the date that the property, plant and equipment are installed and are ready for use, or in respect of internally constructed assets, from the date that the asset is completed and ready for use.

Financial Statements

SINGAPORE ASSOCIATION FOR COUNSELLING
S83SS0024D
NOTES TO THE FINANCIAL STATEMENTS (Continued)
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2020

2. Summary of significant accounting policies (Continued)

2.4 Property, plant and equipment (Continued)

The estimated useful lives are as follows:	<u>Useful lives</u>
Assets below S\$2,000	12 months
Assets above S\$2,000	36 months

2.5 Financial instruments

a) Financial assets

Initial recognition and measurement

Financial assets are recognised when, and only when, the Association becomes a party to the contractual provisions of the financial instrument. The Association determines the classification of its financial assets at initial recognition.

When financial assets are recognised initially, they are measured at fair value, plus, in the case of financial assets not at fair value through profit or loss, directly attributable transaction costs.

De-recognition

A financial asset is derecognised when the contractual right to receive cash flows from the asset has expired. On de-recognition of a financial asset in its entirety, the difference between the carrying amount and the sum of the consideration received and any cumulative gain or loss that has been recognised in other comprehensive income is recognised in profit or loss.

b) Financial liabilities

Initial recognition and measurement

Financial liabilities are recognised when, and only when, the Association becomes a party to the contractual provisions of the financial instrument. The Association determines the classification of its financial liabilities at initial recognition.

All financial liabilities are recognised initially at fair value plus in the case of financial liabilities not at fair value through profit or loss, directly attributable transaction costs.

Financial Statements

SINGAPORE ASSOCIATION FOR COUNSELLING
S83SS0024D
NOTES TO THE FINANCIAL STATEMENTS (Continued)
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2020

2. Summary of significant accounting policies (Continued)

2.5 Financial instruments (Continued)

b) Financial liabilities (Continued)

De-recognition

A financial liability is de-recognised when the obligation under the liability is discharged, cancelled or expires. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as a de-recognition of the original liability and the recognition of a new liability, and the difference in the respective carrying amounts is recognised in profit or loss.

2.6 Cash and cash equivalents

Cash and cash equivalents comprise cash at banks and on hand and are subject to an insignificant risk of changes in value. These also include bank overdrafts that form an integral part of the Company's cash management.

2.7 Provisions

Provisions are recognised when the Company has a present obligation (legal or constructive) as a result of a past event, it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and the amount of the obligation can be estimated reliably.

2.8 Government grants

Government grants are recognised when the grant is received and all attaching conditions are complied with.

2.9 Employee benefits

a) Defined contribution plans

The Association makes contributions to the Central Provident Fund scheme in Singapore, a defined contribution pension scheme. Contributions to defined contribution pension schemes are recognised as an expense in the period in which the related service is performed.

b) Short-term employee benefits

Short-term employee benefit obligations are measured on an undiscounted basis and are expensed as the related service is provided. A liability is recognised for the amount expected to be paid if the Association has a present legal or constructive obligation to pay this amount as a result of past service provided by the employee, and the obligation can be estimated reliably.

Financial Statements

SINGAPORE ASSOCIATION FOR COUNSELLING
S83SS0024D
NOTES TO THE FINANCIAL STATEMENTS (Continued)
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2020

2. Summary of significant accounting policies (Continued)

2.10 Revenue recognition

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the Company and the revenue can be reliably measured, regardless of when the payment is made. Revenue is measured at the fair value of consideration received or receivable, taking into account contractually defined terms of payment and excluding taxes or duty.

a) Rendering of services (Advertising & Course Recognition)

Revenue from rendering of services is recognised when the services have been confirmed or performed and rendered, and when there is transfer of significant risks and rewards of the services rendered to the customer. Revenue is not recognised to the extent where there are significant uncertainties regarding recovery of the consideration due, associated costs or the cancellation of services.

b) Membership subscriptions

Membership subscriptions are recognised upon the approval of membership subscriptions. Membership subscription fees are not recognised to the extent where there are significant uncertainties regarding recovery of the consideration due.

c) Member activities/projects

Income from member activities/projects are recognised at net of collections (if any), less direct expenses incurred on such activities/projects.

d) Interest income

Interest income is recognised on a time proportion basis using the effective interest method.

2.11 Taxes

a) Current income tax

Current income tax assets and liabilities for the current and prior periods are measured at the amount expected to be recovered from or paid to the taxation authority. The tax rates and tax laws used to compute the amount are those that are enacted or substantively enacted at the reporting date.

3. Significant accounting judgments and estimates

The management is of the opinion that there are no significant judgments made in applying accounting estimates and policies that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

Financial Statements

SINGAPORE ASSOCIATION FOR COUNSELLING
S83SS0024D
NOTES TO THE FINANCIAL STATEMENTS (Continued)
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2020

4. Members' Activities/Projects

The net income/(deficit) from members' activities/projects were as follows:

Activities	Income S\$	Expenses S\$
2020		
Group Supervision Session (via Zoom)	1,600	-
Net income/(deficit) from activities/projects		1,600
2019	645	(883)
Net income/(deficit) from activities/projects		(238)

5. Interest Income

Interest income is earned from short-term fixed deposits placed with DBS and Maybank. The interest rate on these short-term fixed deposits range from 0.15%-2.0% (2019: 0.15%-2.0%) per annum.

6. Income tax expense

Relationship between tax expense and accounting profit

A reconciliation between tax expense and the product of accounting profit multiplied by the applicable corporate tax rate for the financial years ended 31 December 2020 and 2019 were as follows:

	2020 S\$	2019 S\$
Profit before tax	73,185	69,458
Income tax using the statutory tax rate of 17%	12,441	11,808
Tax effects of:		
Non-deductible expenses	1,226	-
Full/partial exemption of income	(6,502)	(6,329)
Non-taxable income	(1,512)	-
Capital allowances	-	-
Under/(over)provision in respect of prior years	(1,206)	2,233
Income tax expense recognised in profit or loss	4,447	7,712

Financial Statements

SINGAPORE ASSOCIATION FOR COUNSELLING
S83SS0024D
NOTES TO THE FINANCIAL STATEMENTS (Continued)
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2020

7. Property, plant and equipment

	Computer Equipment S\$	Systems & Software S\$
Cost		
At 1 January 2020	-	-
Additions	1,692	21,300
Disposals	-	-
At 31 December 2020	<u>1,692</u>	<u>21,300</u>
Accumulated Depreciation		
At 1 January 2020	-	-
Depreciation	1,692	14,200
Disposals	-	-
At 31 December 2020	<u>1,692</u>	<u>14,200</u>
Carrying amount		
At 31 December 2020	<u>-</u>	<u>7,100</u>
At 31 December 2019	<u>-</u>	<u>14,200</u>

8. Cash and cash equivalents

	2020 S\$	2019 S\$
Cash at banks	167,810	208,247
Fixed deposits	246,801	150,037
	<u>414,611</u>	<u>358,284</u>

9. Trade receivables

	2020 S\$	2019 S\$
Trade receivables		
Third parties	200	-
Members	2,865	726
	<u>3,065</u>	<u>726</u>
Less: Allowance for expected credit losses	(681)	-
	<u>2,384</u>	<u>726</u>

Trade receivables are non-interest bearing and are generally on 30 days' terms.

Financial Statements

SINGAPORE ASSOCIATION FOR COUNSELLING
S83SS0024D
NOTES TO THE FINANCIAL STATEMENTS (Continued)
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2020

10. Other receivables

	2020 S\$	2019 S\$
Unbilled Course recognition renewal fees	1,250	11,875

11. Trade payables

	2020 S\$	2019 S\$
Trade payables to:		
Third parties	1,103	37,197
Members	2,586	-
	<u>3,689</u>	<u>37,197</u>

These amounts are non interest-bearing. Trade payables are normally settled on 30-60 days' terms.

12. Other payables

	2020 S\$	2019 S\$
Sundry creditors	3,902	2,209
CPF payable	2,233	1,188
Accrued expenses	490	490
Professional indemnity premium payable	14,285	19,340
Unearned course recognition fees	10,208	-
Unearned interest income	-	978
	<u>31,118</u>	<u>24,205</u>

13. Significant related party transactions

There were no related party transactions nor compensation made to any key management personnel during the current nor preceding year.

14. Financial risk management

The key financial risk is credit risk. The exco reviews and agrees on policies and procedures for the management of this risk, which are executed by the team.

Credit risk refers to the risk that the counterparty will default on its contractual obligations resulting in a loss to the Association. The Association's exposure to credit risk arises primarily from trade receivables.

The Association performs regular reviews of its aging trade receivables to manage its credit risk; any members who default on payments for more than 90 days are evaluated for recoverability and terminated if such defaults on payments persist.

Members Listing as at 28th February 2021

FELLOW MEMBERS

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

MASTER CLINICAL MEMBER

Ang Teck Ee
Ang Ting Ting Sophia
Anna Maria Low
Bong Benny
Bung Theresa (Tan Lee)
Chan Lai Cheng Jessica
Chan Pei See Joyce
Chan Teck Yoong Theresa
Chen Xiao Ming Jean
Cheong Wah Loong Alvin
Cho Chia Min
Chua Irene
Chua Wang Soon Ruth
Chung Yee Lin Ada
De Souza Virginia
Diana Chandra
Evelyn Rochelle Koh Hwee Lin
Goh Song Eng
Guee Chai Koong Andy
Gupta Suhrita (Rita)
Hema Gurnani
Ho Geok Choon Danny
Ho Swee Min Laurence
Hogan, Debbie
Jim Bin Ismail Omar Bek
John, Joseph
Joshi s/o Chandrasenan
Koay Li May Michelle
Koh Ai Jin
Koh Ai Sim Linda
Koh Choo Choo Sharon (Mrs Sharon Sng)
Koh Soo-Tho Angelina
Kok Lee Fong
Kong Seet Mui
Lam Kee Soon Andy
Lau Hon Shin
Lee Boon Ooi
Lim Beng Khuan Christine
Lim Peng Ann Adrian

Lim-Choy Puay Wun
Lim-Teo Lek Mei Charlene
Loi Irene
Loke Keng Choong
Low Teck Keong
Mack Wing Hung Wilson
Moong San Hwee Leonard
Ng Bee Eng Debbie
Ng Carolyn
Ng Chong Chee Dan
Nisha Rani Rugnath
Nur Farha Qaiyishah Raj
Ong Chooi Seng
Ong Kie Wee Tony
Ong Kwee Hiong Clare
Ow Yong Lai Meng
Pushpalatha Sheena Jebal
Quek Jwee Leng Edwin
Saradha Ramachandran
Shen Shuyliang Bryan Crucis
Tan Boon Huat
Tan Chin Yeow Augustine
Tan Kay San Wilson
Tan Li Lian Trina
Teo Lak Kwang William
Toh Hwee Boon
Wong Mee Yin (May)
Yap Lay Khoon Doris
Yeo Kong Leong Alan
Yeo See See Lynette
Yoo Siew Foong Florence

CLINICAL MEMBER

Achanta Shanti
Agashe Madhura
Alicia Pon
Alicia Poon-Loke Foong Ping
Alpana Pal
Ang Bee Lin Marlene
Ang Bin Hua Yvonne
Ang Kim San Norman
Anna Catherine Livingston
Au Hoi Ting
Au Kum Ying Jennifer
Azrin Bin Abdul Rahim
Bauer Muriel
Beck Kevin Roy
Bernard Mackenzie
Castro, Genevieve Tolibas.
Celestine Chua Yun Na
Chai Chin Yaun Nancy
Chan Guat Choo
Chan Hong Khim Albina

Chan Ka Po
Chan Lai Peng Victoria
Chan May Peng
Chan Peng Meng
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
Chang Cheng Ern Lydia (Lim C.E Lydia)
Chang Choy Ling Florence
Chang Xue Li Sherry
Charley Joyce
Chee Ai Lay
Chee Hsieh Mei Charmaine
Chee Sau Mui Fiona
Chen Boyu
Chen Sheau Ing
Chen Shiyun Charlotte
Chen Ya Shu Michelle
Cheng Chee Seng
Cheng Chi Yin Sylvia
Cheong Mun Kin
Cheong Mun Yee
Chew Geok Bee
Chew Hwee Min
Chew Jee Seng
Chew Nicole Anne
Chew Yat Peng
Chia Hui Erl
Chia Kwok Ying
Chia Lee Meng Pauline
Chia Puay Cher Joan
Chia Siew Lian Anita
Chia Wen Chien
Chiam Ling Ling
Chiang Siew Wei Francisca
Chieng Yee Chie Joycelyn
Chin Ga Li
Chin Hui Shin
Chin Mew Yam Flora
Chin Yoke Mun
Chin Yong Ann Michael
Ching Pui Fun
Chiu Mei Mei Cassandra
Chng Jun Hui Kayla
Chng Sock Wah Paulina
Chok Juin Hwa Karen
Chong Evelyn
Chong Kaiwei
Chang Choy Ling Florence

Members Listing as at 28th February 2021

Chong Kum Wah Raymond
Chong Lie San
Chong-Tan Seok Hwa Vivien
Choo Hua Long Joseph
Choo Siew Noi
Chooi Mei Sin
Chou Shen Chi Deborah nee Lie
Chow Oi Har
Chua Gek Lin Germaine
Chua Hock Leng Timothy
Chua Kah Hwee
Chua Li Ming Elaine
Chua Wenting Dominica Candy
Chung Ee-Lynn Rachel
Cindy Kong Yi Hui
da Roza Andrew John
Dasari Pushpavathie
Deepika Naresh Jawharmal Mulchandani
Deng Chee Kwong Jeremiah
Devika d/o Kumarasamy
Duraipandi Angeline Jayanthi
Edmund Celine Vasantha
Ee Cheng Lian Vivian
Evans Patricia
Fabiola Agustina Kansil
Fadzilah Binte Abdul Rahman
Fathima Shafeeka Bte Mohamed Faris
Fernando Monica Christine
Fiona Maher O'Sullivan
Fong Yun Ling Ellen
Foo Lai Lan Paula
Foo Mui Leng
Foo Soo Jen
Gajardo Eugenia
Gan Sih Tar Michele
Giam Xiuhui
Girija Padmanabhan Nambiar
Go Kim Hong Monica
Goh Bee Shan
Goh Kee Chye Lawrence
Goh Kui Hwa
Goh Meibo Guilini Grace
Goh Shan Shan Vivien
Goh Siew Kim Wendy
Goh Sue Chern Susan
Goh Tian Seah Richard
Goh Wei Shen
Goldstein Julie Netanela
Guo Lih Jia
Haji Agus Bln Abdullah
Han Shuyu
Hema D/O Sivanathan
Heng Su-Yin Jacqueline

Hiew Ying Min
Ho Boon Chye Hilton
Ho Kok Inn
Ho Koon Lee Connie
Ho Soo Yi Karen @ Mrs Karen Sng
Ho Sum Tim Christina
Ho Tze Yee
Holmes, Claire Ruth
Hong Joey
Hsi Kay Tee Timothy
Hsu Yuk Chor Peter
Huang Meiqi Amy
Huggins Paula Elizabeth
Ip Lee Lee
Jasmine Yeo Meiluan
Jewitt, Amanda Lea
Kan See Mun
Kang Chun Yong Dave
Kathirayson Anita
Kavitha d/o Manokaran
Kelvyanne Teoh
Kenneth Ng Zheng Aik
Khong Ai Ling Marie
Khoo Siew Bee
Khoo Siew Eng
Khoo Siew Lynn Lynette
Koh Ai Pei Alicia
Koh Bee Hoon Belinda
Koh Bee Ling Majorie
Koh Chin Mei Diana
Koh Hong Wue Jessica
Koh Karmen Audrey
Koh Lee Sian Agnes
Koh Li Wei Dawn
Koh Ling Ying Pamela
Koh Mei Lien Candice
Koh See Boey Wendy
Koh Siew Yen Gary
Koh Yoke Sim Grace
Koh, Angela May Lin
Kok Jin Kuan
Kong Mun Yee Cynthia
Kwan Poh Chue Jaclyn
Kwek Teck Hong Benjamin @ Amin Kwek
Kwok Wai Leng
Lai Tien Chin Jacintha
Lai Wan Ning
Lam Choon Chaip Benedict
Lam Wai Mun
Lam Yoke Fong
Lau Choe Keng Trudy
Lau Mui Choo Wendy
Lee Chung Yean Jeffrey

Lee Ee Ling Jintana
Lee Hui Lan Winnie
Lee Joyce Sue
Lee Mui Cheng Clarissa
Lee Mun
Lee Pedjoe, Patrice Catherine
Lee Pei-En Mylene
Lee San San Suzanna
Lee Shu Hui Pristin
Lee Sock Kuan
Lee Soo Pin Pauline Addison
Lee Tai Loong Joachim
Lee Yoke Mey
Lee-Lek Siew Ling Yvonne
Leong Geok Hiok Pauline
Leong Kok Kuan Tony
Leong Mun Leng Joana
Leong Woo Ho Raymond
Leow Hock Chuan John
Li En Xiao
Lian Tai Yu Amanda
Liang Mei Lun Alice
Liao Wenqin, Pamela
Liau Kien Fie Albert
Liew Shuh Onn Desmond
Liew Yen Hoong
Lim Ai Chia
Lim Bee Bee Carolyn
Lim Bee Lian Judith
Lim Bee Yian Vivien
Lim Chee Ding Betty
Lim Chiew Shan Wendy
Lim Ching-Hwa Jadelyn
Lim Fang Yan Jessica
Lim Gek Tin Donna
Lim Hui Khim
Lim Hui Ling Sharon
Lim Lay Keow
Lim Mei Imm Magdalene
Lim Moun Nyee
Lim Mui Gek Jane
Lim Poh Cheng Suzanna
Lim Puay Eng
Lim Say Teck Richard
Lim Tze Chuang Dustin
Lim Wan Cheng Cheryl
Lim Weng Kee Ivan
Lim Zhi Xiang Benedict
Lim Zhiyi Gymy
Lim-Tan Guay Neo Florence
Lincoln Colin Michael
Ling Yin Peng Joyce
Lo Hui Min Chrystella

Members Listing as at 28th February 2021

Loh Bee Chin Cindy
Loh Kooi Keng Joselyn
Loo Florence Ruth
Loo Ye Qi Audrey
Louis Halbert
Louis, John Philip
Louis, Karen McDonald
Low Poi Kee Frederick
Low Yiing Jia
Lu Winny
Lui Hah Wah Elena
Luo Pin Xuan
Mali, Arati Vidyadhar
Mariambee Binte Abdul Hamid
Mary Neo
Mellissa Letchmi d/o A. Krishnan
Mendis Mahesika Dilani
Michael Pillai
Miranda Ledesma
Mittal Vinti
Mohajer Mozhddeh
Mohammed Zulkarnain Bin Abdul Aziz
Mok Hwee Bee Cecilia
Mok Nellie
Moody Ian Andrew
Muhammad Hafiz Bin Zainal Abidin
Mundae Aarti
Muthusamy, Stanley s/o
Nah Kiat Yong
Neeta Kapoor
Neo Kah Yan Diana Ruth
Ng Ai Ling
Ng Da Xuan
Ng Hwi Meow Agnes
Ng Poh Yaip Steven
Ng Siang Kiat Vivienne
Ng Siew Siew Jaslyn
Ng Sook Wai Jaime
Ng Wei Xin
Ng Yew Hoon Lina
Ngiam Kee Peng
Noor Faridah A Rahim
Oh Wan Chyi Valerie
Ong Chai Cheong
Ong Chen Hock Charlie
Ong Chin Aik Kenny
Ong Hwee Ling Kathleen
Ong I. Warton
Ong Kek Seng Roger
Ong Li Lian
Ong Mei Theng Tarin
Ortiz Vida Banares
Paula Beatrix Rusly

Phoon Grace
Piyali Chakrabarti
Png Peck Cheong Robin
Png Tiang Hsia Michelle
Poh Shee Yean
Pong Pao Ling Theresa
Poon Oi Lin
Preeti Pandit
Quah Poh Hock Alex
Raden Chitra Liyana binte Gatot Gunantoro
Rafeah Bte Buang
Rajagopal Mallighase Ivan Joseph
Ram Narain Dubey
Ramachandran Shamini Ras
Reena Dabas
Reena Goenka
Rena Sivasdas
Ricart Yana Berenice
Rokiah Binte Samsudin
Rose Apphia Rujiab Faquir
Roy Angshuman
Ruth Manasseh
Sabala Maslowska Beata Grazyna
Sam Suet Chian
Samuel Vanessa Juanita
Santoso Lanny
Sapna Mathews
Saravanakannan, Ganapathi
SB Viknesan
Seah Lay Kian
Seah Meng Hwa
Seow Kwee Yong
Shaikh Mohamed Reza bin Mohamed Bamasri
Shamini Nedumaran
Sheila Mukhtar Kaur
Sheryl Anne Bathman
Shin Hui Priscilla
Siew Chee Kit Jonathan
Silvia Wetherell
Sim Sian Kiong Elijah
Sim Siew Choo Mabel
Sim Yih Shyang Andy
Sng Ngiap Teck Jimmy
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
Suganthi d/o C N Rajandran
Sukumaran Nair Indu

Swain Sukalyani
Szeto Yoke Kheng Geraldine
Tan Chwee Peng Amy
Tan Daniel Fu-Ann
Tan Hong Kheng
Tan Hui Hong Dawn
Tan Koon Chow
Tan Lay Bee Naomi
Tan Li Ching Rebecca
Tan Li Si Daphne
Tan Lian Tuan Alana
Tan Ming Chin
Tan Mui Lee Doreen
Tan Peck Hian
Tan Rui Ping Benjamin
Tan Siew Foong
Tan Siew Siew Elysia Eileen
Tan Soh Hiang
Tan Sok Har Esther
Tan Sok Ngim
Tan Soo Yin
Tan Soo Yuen
Tan Soon Choon Henry
Tan Tzer
Tan Wei Qi Michelle
Tan Wei Teck Steven
Tan Weng Hun Terence
Tan Yen Ling Adeline
Tan Yew Ngee Andre
Tan Yih Sze
Tan Yik Ching Andrina
Tan Yueling
Tang Ai Ching Christina
Tang Sau Tak Ricky
Tang Sook Fong
Tang Wai Harn
Tang Weng Fung Priscilla
Tan-Moh Yoke Lan Janice
Tao Kexin
Tay Ee Leng Elaine
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
Tien Li Mei Alice
Tin Tina
Tjahjadi Sylvia

Members Listing as at 28th February 2021

Toh Huat Peng Benjamin
Toh Mui Choo Gena
Toh Quee Yong Joanne
Too Meng Chen Eleanor
Too Seng Hong Daniel
Vandana Khanna
Vanita d/o Kaneson
Vytialingam, Helena
Wang Hui Min Regina
Wang Le Feng Andrea
Wang Yi Shing
Wee Boon Choon
Wee Sin Teck
Wong Chai Ling Natalie
Wong Chiew Mee Jane
Wong Kok Chew
Wong Liang Hong
Wong Lian-Ya Katrina
Wong Mi Fung Doreen
Wong Poh Hoon Jackie
Wong Poh Ping
Wong Teck Boon Anthony
Wong Weng Keong
Wong Wun Chee
Woo Choo Peng Matthew
Woon Li Lin Shirley
Woothitha Paweena
Wu Che Vun Steven
Xie Lixin
Yang-Peterson Geraldine Ann Nicolette
Yap Chwee Pheng
Yap Pei Sei Kayla
Yap Xiu Fen Denise
Yap Zheng Jie Joseph
Yeap Hwee Ling Bettina
Yee Boon Chen Jeanie
Yee Foong Wah Eliza
Yeo Audrey
Yeo Chong Yuen
Yeo Lai Soon Anthony
Yeo Neng Sheng Dominic
Yeung Chi Kei
Yik Chow Meng
Yoo Chin Guan Anson
Yoong Min Yi Melissa
Yuyu Kow Jia Qi

PROVISIONAL CLINICAL MEMBER

Abigail Catherine Yang Wenjie
Aidil Ahmad Bin Muhammad
Aisha Sheheryar Rasul
Alice Ho Shing Yng
Allard Alexander Mueller

Amy Ching Lee Hoon
Ang Kok Poh Andy
Ang Kok Siong Frederick
Ang Poon Sek
Anthea Chua
Athita Bua-in
Balaji, Subhashini
Beena Doshi
Benjamin Wong Yew Fai
Bhaama Parameswari d/o Ramaswamy Iyer
Bimali Iyanthi Kumari Pandithakoralage
Bong Yioe Ling
Bongard Simon John
Boss Rejini
Cathy Martina Casey
Cecilia Yee Ching Foong
Cha Siew Yoong Reeco
Chan Chiaw Shin Billy
Chan Jia Hui Candace
Chan Mei Fen
Chan Wen Jie
Chen Jing
Chen Lai Lin
Chen Zi Ling Cheryl
Cheng Eng Hui
Cheng Mei Horng Samantha
Cheng Mui Hong Mabel
Cheong Lee Boon Jocelyn
Chern Lye Chua Andrew
Chew Lan Yang Clarise
Chew Wye Mun Serene
Chia Zhang Yuan, Nathanael
Ching Lai Mui
Choi Kin Meng
Choi Yoke Mun Sandra
Chong Kim Chai Sherine
Choo Madeline
Chow Yee Ling
Chua Chiew Hoon Eileen
Chua Geok Choo Doreen
Chua Hui Ying
Chua Joo Leng
Chua Ming Hwee Solomon
Chua Sai Huah
Chua Wei Ming Joel
Chua Wei Wei Calin
Coney Kelly-Jo Louise
Debbyrina de Thomas
Desouza Merle Dolores
Dhillon Rubendev Singh
Dodani Kirti Prakash
Drabu Sukriti
Du Minqi

Durga Devi Arivan
Dyana Robbins
Eske Foerschner
Fafat Priya Vijay
Fathin Afifah Binte Mohamad Kambali
Foo Wen Huee
Foo Yin Din
Foong Pooi Yin
Giam Mun-Ye, Cheryl
Goh Loh Nah Luona
Goh Mui Wah
Goh Whye Kian Tonia
Gupta Mahima
Harris-Little Victoria Rachel
Hdidinou Sanaa
Heiliczer Allison
Heng Cher Hoon
Heng Yan Lin (Wang Yanling)
Henny Prayogo
Hernie Yanti Khames-Martin
Ho Kit Choy
Ho Wai Hon Russell
Hogan Faith Felicitas
Hong Dou
Hui Yoke Cheng Von
Ian Ong
Iris Or Siew Yong
Irudayamary Joseph Maria Nathan
Jacinta Tan Poh Joo
Jain Shruti
Jennifer Chan Siew Po
Jennifer Isabelle Ong Pei Ling
Jhangiani Nisha
Joanna Ashwinni Manasseh
Joey Chan Kai Li
Jonathan Ian Ramchand
Juhee Vedangi
Julene Tan Li-Peng
Julia Soh Ying Li
Kaas Line
Kang Geok Sue Elisa
Kannan Udayammai
Katina Halkas
Kenneth Kwa Wee Bin
Kenneth Ng Wee Leng
Kevin Dunk
Koh Geok Liang, Esther
Koh Hui-Min Joanna
Koh Kim Lian Wendy
Koh Lay Nah
Koh Perk Kee Peggy
Koh Siew Lin Esther Meredith
Kong Siew Lang

Members Listing as at 28th February 2021

Kwek Ban Seng Leonard
 Kyaw Wint Wah
 Lai Mei Chin
 Lee Guo Xing Aaron
 Lee Hwee Ting Clara
 Lee Kim Gek Margaret
 Lee Martha
 Lee Mei Ying Marilyn
 Lee Mun Foong Timothy
 Lee Oi Wei
 Lee Pamela Lynn
 Lee Siu Li Anna
 Lee Su Choon
 Lee Teck Ming
 Lee Tsui Ling
 Lee Wan Ling Cheryl
 Lee Wen Jun
 Lee Yong Ching
 Lee Yong Yeng Oileen
 Lew Yean Chee Stephanie
 Lim Ai Leen
 Lim Alexis
 Lim Chiou Yui
 Lim Dahlia
 Lim Huay Keng Katherine
 Lim Hui Yi Valerie
 Lim Jiayi
 Lim Li Zhen
 Lim Ngee Hui Brenda
 Lim Poh Cheng
 Lim Yujun
 Lin Yui Cheng Debbie
 Lin Zhiwei Bernard
 Linda Elisa Van Laer
 Lion Alexis, Meitian
 Liong Kilyn
 Liu Rong Wei Shaun
 Liu Xing
 Loh Kar Heng
 Low Ai Lee
 Low Chooi Peng
 Low Junsheng Johnsen
 Low Siew Foong Janice
 Mah Ee Ying Whitney
 Manimuthu Mary
 Manoharan G Karthigasu
 Maria Milagros Syjuco
 Martin Tudor Ellis Williams
 Masayu binte Hairoman
 Mazlina Binte Salim
 Mendoza Lorita Ramirez
 Mohamed Ismail Bin Abu Bakar
 Mok Ham-Lock Jeanette

Mok Zhiqiang Gary
 Monika Narayanan
 Morten Jensen
 Nagoor Mohideen Fatimah D/O Abdul Gani
 Navroop Sood
 Nazira Begum Binte Rowthagani
 Nelly Darmali
 Ng Chai Hoon Elsie
 Ng Eew Hwong
 Ng Gim Hon
 Ng Tio Wee Jason
 Nguyen Thi Gia Hoang
 Niederberger Danae Allen
 Nigel Tan
 Niti Gupta
 Nonis Macneu Martin
 Nooraini Binte Salleh
 Oh Boon Tai
 Oh Odelia Utama
 Ong Ai Lin Irene
 Ong Beng How Steven
 Ong Hock Lam Johnny
 Ong Kian Ming Clement
 Ong Kok Wah
 Ong Mui Hwa
 Ong San San
 Ong Siew Lan Jenny
 Ong Tze-Wei George
 Pang Siew Yun
 Pankuri Goel
 Paradkar Vrushali Manoj
 Park Seong-Yoo Christina
 Peh Boon Li Janice
 Pereira Chriselda Rose
 Phua Tiong Eng
 Poh Lian Choo
 Poon Swee Har Tricia
 Pow Yih Ling
 Quay Hong Mui Peggy
 Quek Hui Lin Fiona
 Quek Hwee Kian Lilian
 Quek Wan Ting
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