



halogen  
foundation

building young leaders  
and entrepreneurs

# *halogen foundation singapore*

ANNUAL REPORT  
FY2016

## **Mission**

To inspire and influence a generation of young people to lead themselves and others well.

## **Vision**

To be the recognised charity dedicated to transforming the lives of young people through leadership and entrepreneurship development.

# **about halog**

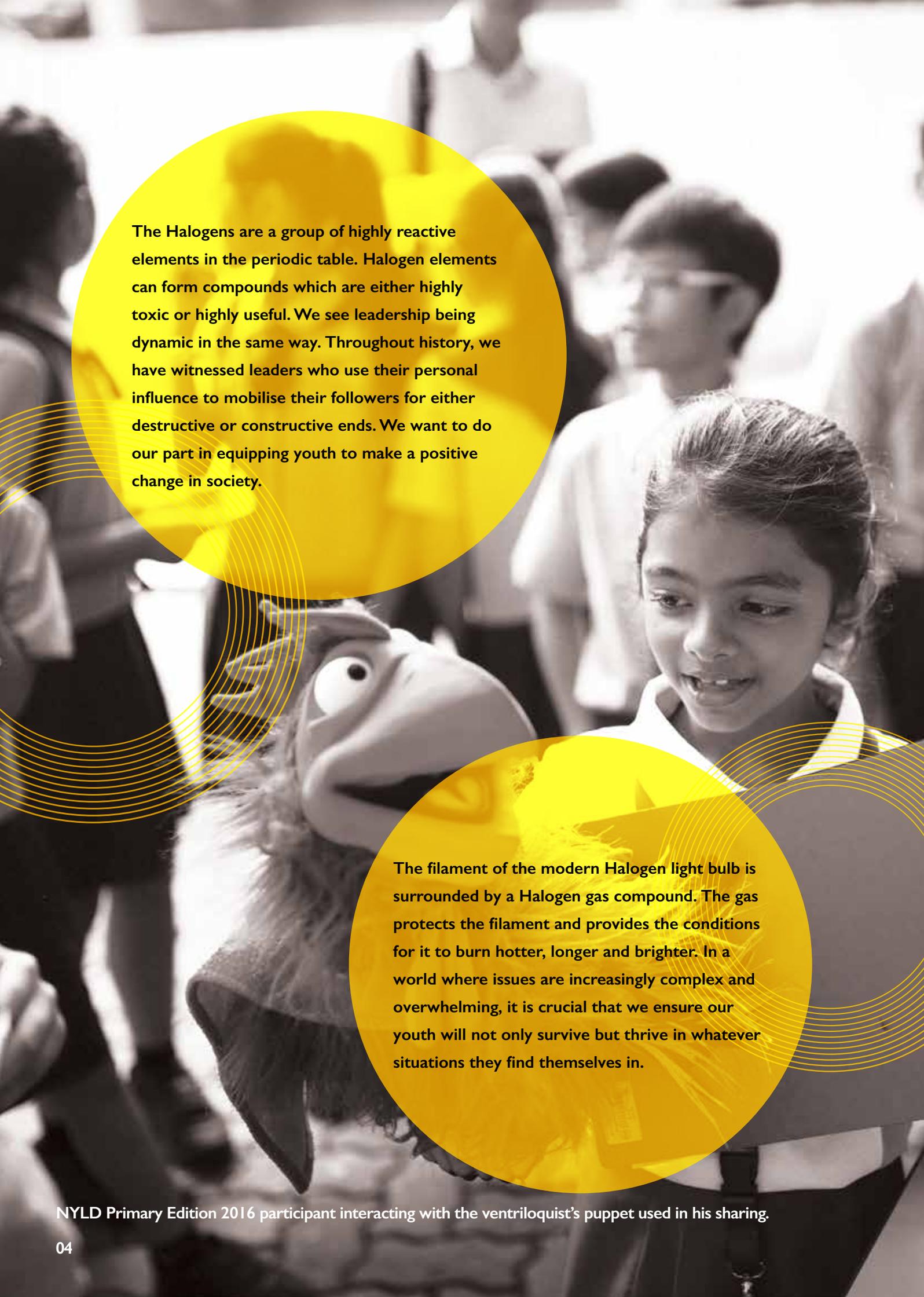
# Halogen Foundation Singapore

Founded in 2003, Halogen Foundation Singapore is an Institution of Public Character (IPC) Charity focusing on building young leaders and entrepreneurs. Halogen believes that every young person has influence and can become positive change agents in their communities. We want to build young leaders and entrepreneurs who are competent, of good character and have positive mindsets and skillsets to practically change the world in issues they believe in.

Education is a big enabler for youth who embark on this journey. Halogen aims to make quality leadership and entrepreneurship education available to all young people regardless of their background, race, income, or religion, particularly those who are disadvantaged - coming from challenging family backgrounds and/or are on financial assistance.

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The Halogens are a group of highly reactive elements in the periodic table. Halogen elements can form compounds which are either highly toxic or highly useful. We see leadership being dynamic in the same way. Throughout history, we have witnessed leaders who use their personal influence to mobilise their followers for either destructive or constructive ends. We want to do our part in equipping youth to make a positive change in society.

The filament of the modern Halogen light bulb is surrounded by a Halogen gas compound. The gas protects the filament and provides the conditions for it to burn hotter, longer and brighter. In a world where issues are increasingly complex and overwhelming, it is crucial that we ensure our youth will not only survive but thrive in whatever situations they find themselves in.

# Chairman's foreword

Halogen Foundation Singapore had a very good year in 2016 and it was only possible with the kind and generous support from many like-minded partners who believe in the vision of our cause.

We saw a significant increase in our Leadership and Entrepreneurship engagements, particularly with Social Service Organisations (SSOs) such as Gracehaven, EQUAL-ARK and the Singapore Prison Service. We have opened up more conversations on how we can impact youth on the fringes of society. These youths, often coming from high-risk families, now have the opportunity to participate in our programmes, learn new competencies, gain self-confidence and develop themselves in soft skills such as building an entrepreneurial mindset. Through our programmes, we also provide youth workers with resources to ensure more sustained progress as the youth reintegrate back into society.

Since Halogen started in 2003, we have impacted 128,133 students, and 6,197 youth influencers through our work. In 2016 alone, we have had 10,467 students and 1,029 youth influencers from 190 institutions, participating in both our leadership and entrepreneurship programmes. Through the Network for Teaching Entrepreneurship (NFTE) programme, we have also engaged a record number of 283 corporate volunteers in hosting business visits and being coaches for work sessions for our youth. We would like to thank our partners such as Salesforce.org, UBS, Credit Suisse and Tata Communications for their generous support towards the programme.

We believe in giving every youth an opportunity to have a good head start in life and to build their careers and futures. Thus, we seek to enhance social mobility by providing leadership and entrepreneurship programmes for youths from poor and needy families and/or who are at risk. We are very encouraged by the level of participation from key stakeholders and beneficiaries and we hope to see this pool continue to grow year-on-year.

"The single most important thing I can do is to help in any way I can to prepare the next generation of leadership to take up the baton and to take their own crack at changing the world." - **Barack Obama, Former President of the United States of America**



Looking forward, we want to introduce structured mentorship programmes for youths, to deliberately coach and mentor young people for long-term growth and impact. This will complete our portfolio of offerings, providing for a more holistic framework, within which we are able to transform our youths into leader-entrepreneurs or entrepreneur-leaders.

Halogen Foundation Singapore is committed and will continue to be actively involved in transforming young leaders and entrepreneurs into more socially and economically responsible individuals through our proven leadership and entrepreneurship programmes.

My board and I will continue to partner with the government to seek greater support and more active participation to achieve this goal. We will invest efforts in reaching out to even more businesses and individuals to join us in this very fulfilling and rewarding journey - to transform our youths to believe in themselves, to lead others, and to bring positive change to the world in issues that they believe in.

A handwritten signature in black ink, appearing to read 'Lim Soon Hock'.

**Lim Soon Hock** BBM; PBM; JP

B Eng ( Hons ); Dip BA; Grad Cert in International Arbitration  
P Eng ( S ); FIES; FAES; C Eng ( UK ); FIET  
Hon Fellow of AFEO; FSCS; FSID; FSI Arb

# timeline

Halogen was incepted and ran the first National Young Leaders' Day where about 1,000 participants attended.

2003

2004

As recipient of National Youth Council's "Youth Organisation Capability and Development Fund" (YOCDF), we moved from a volunteer-run organisation to having our first two full-time staff.

From 40 youths, we went on to train the whole secondary one cohort of Temasek Secondary School students in "Everyday Leadership" modules. Young Leaders' Academy was birthed.

2005

2006

Halogen was one of the pioneers in the world to run The Leadership Challenge® for students as a full two-day programme complete with The Leadership Practices Inventory® as a 360 degree assessment tool.

Deputy Prime Minister Teo Chee Hean officially became our Patron.

2008

## milestones

Cumulative reach as of 3 May 2017.

14

Years of Impact

6197

Youth Influencers Impacted

128133

Students Impacted

384

Institutions Impacted



**2011**

Partnering with Temasek Junior College and Temasek Secondary, Halogen ran a national leadership competition “The Leadership Face-Off”.

Halogen piloted the Salesforce BizAcademy, a signature apprenticeship programme powered by Salesforce.org.

**2012**

**2013**

Halogen celebrated our 10th anniversary and reached over 100,000 youths and educators cumulatively.  
  
We launched the National Young Leader Award.

Halogen introduced an entrepreneurship programme into our suite of offerings: the first Network for Teaching Entrepreneurship (NFTE) BizCamp was launched in Northlight School.

Halogen also became a member of the National Council of Social Services.

**2014**

**2016**

We celebrated our 13th year anniversary – Championing the stories of breakthrough of our youth.



**821**

Volunteers Impacted

**728**

Programmes Ran

**18967**

Hours Volunteered



## from the CEO

2016 had been an eventful year filled with notable milestones for Halogen Foundation Singapore. As we continue to grow our work and outreach locally, I'm pleased to bring you highlights of these achievements and more importantly, the many stories of positive change we have been privileged to be a part of.

The Straits Times featured a story of Arif and his mentor U-Yun in April 2017. As a student studying in the Normal Technical stream of Evergreen Secondary School, he participated in our Network for Teaching Entrepreneurship (NFTE) programme in 2016, which opened up opportunities for him to develop himself. From building a business plan to winning our local National Youth Entrepreneurship Challenge (NYEC) and eventually representing Singapore at the NFTE Global Showcase in New York City, Arif found his confidence, grew in knowledge and understood how value can be created in a business.

**"What keeps us going is the mission to uncover the potential of our youth and support them in building character, mindsets and skillsets to become positive change agents."**

## Connect, Catalyse, Create

Meaningful change cannot happen overnight, and certainly not by our effort alone. While we continue to curate and contextualise quality content for learning, we also need to work with the private, public and people sector to bridge and facilitate opportunities for knowledge sharing with the youth. By matching corporations with youth in programmes like that of NFTE, students benefit from real world experiences while companies get to involve employees as volunteers, building upon their Corporate Social Responsibility efforts. Some of our programme partnerships are featured in this report.

Corporate partners may also become advocates and supporters of our work through their core businesses. We collaborated with Bynd Artisan, a local enterprise specialising in customised leather products, on several projects which included hosting a business visit for our students and a video collaboration to inspire a spirit of entrepreneurship. Bynd Artisan also partnered with fashion label “Ying The Label” to create a limited edition product, donating the sales proceeds towards Halogen’s work.

## Partnering in Capability Building

Beyond collaboration, we see an increasing need to leverage our expertise and collective knowledge to support youth organisations in strengthening their youth development infrastructure. In 2016, we designed the Halogen Cycle<sup>1</sup> as a framework to assess, develop and deliver solutions that will impact organisations more holistically. With this consultative approach, we see greater mileage and sustained progress when we focus on capability building and enlisting more influencers in future-proofing our youth. We will continue to deepen our impact assessment and measurement work to provide data-driven insights for future development and strategy.

## Back to the Basics

As we continue to chart the way forward for creative collaborations and meaningful impact, let us remember the responsibilities we have as influencers – educators, youth workers, workplace supervisors, corporate mentors or parents – to model positive character and mindsets we want to see in our youth.

The little we do can play a huge part in shaping the world views and character of our young people. Pearlyn Low, recipient of the National Young Leader Award 2016 shared: “I would rather walk away from the leadership position that has been bestowed on me than to be pressured into doing something that would compromise my values and integrity.” At 19 years old, Pearlyn’s testimony inspires great promise of astute character, that our youth may have the heart and conviction to stand against the challenges of the world.

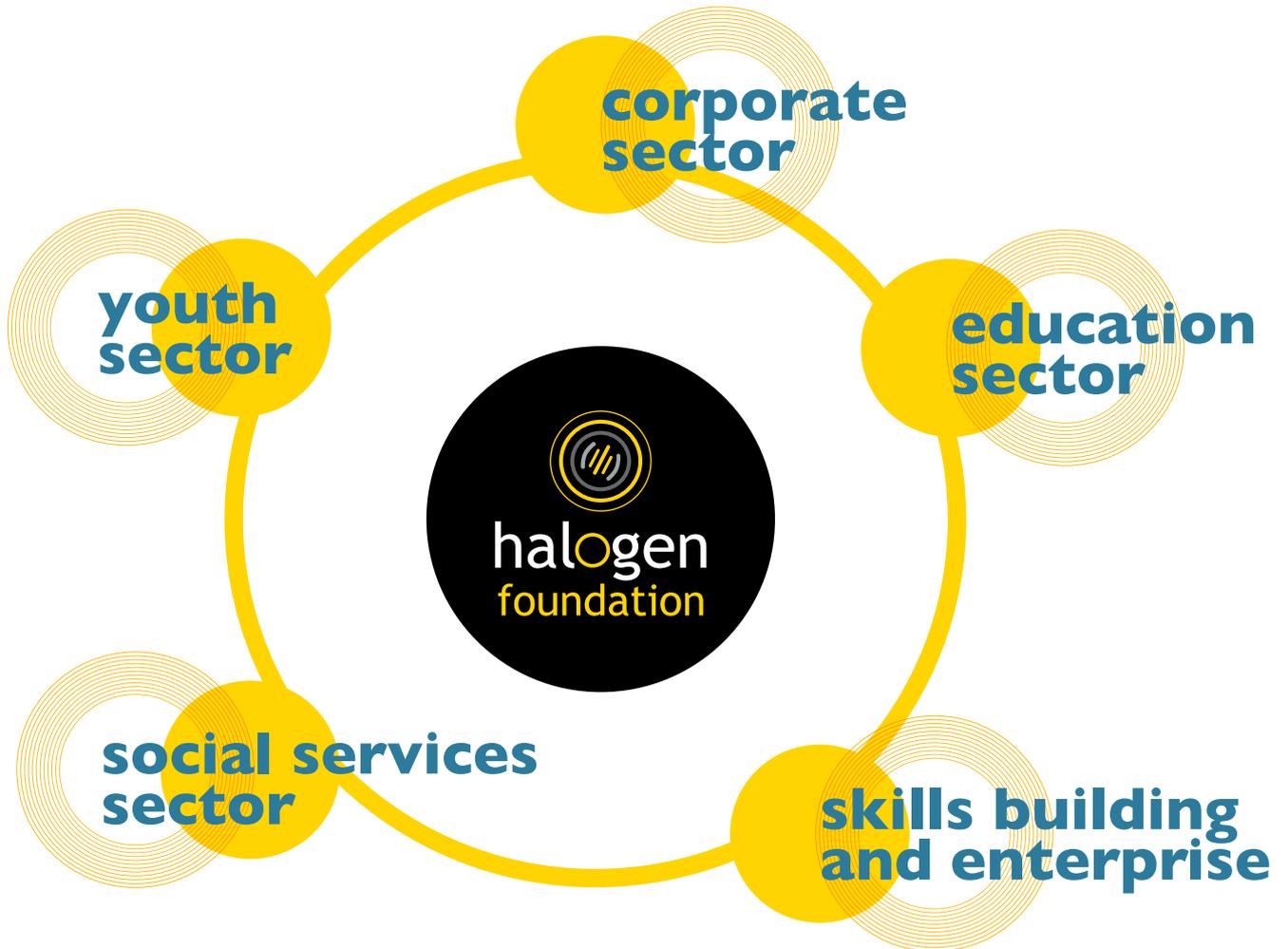
I hope you will lend us your support and bring your contributions forward to invest in making a meaningful difference. Like different pieces of a jigsaw puzzle, our time, knowledge and resources will culminate towards building young leaders and entrepreneurs who are ready for the future.



**Ivy Tse**  
Chief Executive Officer  
Halogen Foundation Singapore

<sup>1</sup>The Halogen Cycle is a four-stage inquiry process that allows us to understand, identify, strategise and assess the impact of our programmes in various contexts.

# ecosystem



We hope to build an ecosystem that will nurture our next generation of leaders and entrepreneurs by being a catalyst in bridging the people, private and public sector together. In designing developmental frameworks, we look at multiple factors like content contextualisation, training partners and teachers, and executing programmes. This lays a foundation for schools and youth organisations to build upon in transforming our young people for the future.

We believe that success is founded on developing sustainable collaborations with like-minded partners. Connecting partners across different sectors enable us to provide all-rounded support to youth from poor and needy families.

In bridging the various sectors, partners can contribute to the youth development goals with their respective areas of expertise and bring incremental value to the programme support offered to the youth. Our success is only made possible because of the collective investment from the members of this ecosystem.

# the halogen cycle

Halogen seeks to understand your youth development goals to better partner you in designing, developing and delivering content that will be beneficial for both your students and educators.

As such, we have developed a comprehensive framework that integrates youth learning into your organisation in a clear and concerted effort.

The Halogen Cycle is a four stage planning process used to guide your organisation's youth development framework design:



# Fashioning a business idea from men's accessories

Evergreen Sec student gets to pitch his Bow T. product at New York City event

**Audrey Tan**  
In New York City

When it comes to looking dapper for formal events, the accessory of choice for most men in Singapore would be a tie.

But Evergreen Secondary School student Arif Hamzah feels their repertoire of fashion accessories can be expanded. Enter Bow T. – a bow tie retail business thought up by Arif during an entrepreneurship programme in school last year.

The 16-year-old got the chance to market his plans for Bow T. to some 500 investors and young entrepreneurs last month at an event in New York City that showcases business ideas of young people.

The Halogen Foundation, a charity that administers the entrepre-

neurship programme in Singapore, had flown Arif to the United States to represent the Republic at the event.

Bow T. would sell affordable bow ties made from recycled material, like excess fabric sourced from tailors in Singapore, Arif told visitors at his booth.

Bow T. also has a social mission: promoting positive body image, he added. To achieve it, workshops and assembly talks would be conducted in schools and community clubs to raise awareness of the importance of being confident.

Arif's idea was warmly received. Investment strategist Austin Liggett, who heard Arif's presentation during the event, said: "He got it dead-on with the fact that the product was eco-friendly and, on top of that, that it was a socially conscious company."



Arif Hamzah at his booth (above) in New York City, where he represented Singapore in an entrepreneurship challenge. His business idea, Bow T., is to make affordable bow ties from leftover fabric and sell them. His mentor, Mr Wong U-Yun (below, with Arif), helped him flesh out the idea. ST PHOTOS: AUDREY TAN, KEVIN LIM

Arif sold three of the six bow ties he made with the help of his mother for US\$13 (S\$18) each.

Education Minister (Schools) Ng Chee Meng spotted one of Arif's bow ties at a separate event in Singapore a week later, when he lauded the fashion-conscious teenager's entrepreneurial spirit.

#### SOWING SEEDS

Bow T. was an idea Arif developed

while going through the year-long Network for Teaching Entrepreneurship (NFTE) programme at his school. He had always been interested in fashion, curious about how some people could pull off unique styles, like wearing a hoodie and a cap together.

But, as a student with a limited budget, it was difficult to experiment with new clothes and styles, said the teen, the youngest of three children. Often, he had to defer to his parents' choice of clothing, he said.

So when the students of Evergreen were asked to think of a business idea as part of NFTE, Arif seized the opportunity to address a challenge he faced as a fashion-conscious teen with a limited budget.

He had seen men wearing bow ties on fashion websites and social media platforms like Pinterest.

But not many people in Singapore wear them, he said. Moreover, bow ties are expensive – usually priced above \$25 apiece.

That was how Bow T. came about: It would sell affordable bow ties in funky prints for teens like Arif.

#### NURTURING ENTREPRENEURSHIP

It was a good idea, said Arif's mentor, Mr Wong U-Yun, 42, a management consultant at consultancy Solidance Asia Pacific.

"But without considering real numbers, finances and real-life operational issues, he was simply building a dream," said Mr Wong, whose work involves starting up and growing businesses, as well as helping to turn around ailing companies.

Halogen paired students who had won earlier rounds of the entrepreneurship challenge with corporate volunteers to guide the students to bring their dreams to life.

Last year, Arif learnt more about what he needed to make Bow T. a viable business by following the NFTE curriculum and with help from Mr Wong.

There were the fun parts, like getting to choose a set of formal clothes from sponsor G2000 for his presentations. But "the finance part was super hard", he said.

With Mr Wong's help, he worked on the business details.

How much would be the monthly rent of a shop in a Housing Board estate? "To reduce cost, my business would be online," Arif said.

How much salary would he pay himself in the initial stages of the business? (\$1,000.) Which age group is the business targeting? (Teenagers aged above 13.) With these in mind, how should each bow tie be priced so that it is affordable for them? (Since material can be sourced from seamstresses and tailors for free, \$19.)

Apart from learning more about what it takes to start a business, Arif said the programme has also helped him with the softer skills.

"The programme helped me to improve my presentation skills and better communicate my ideas," said Arif, who aspires to be a lawyer.

Mr Wong agrees.

He said: "When I first started to mentor him, he was very reserved and introverted, and spoke up only



when I prompted him repeatedly. But in the short time that I mentored him, he grew in confidence, became more outspoken and was able to express his opinions clearly."

#### BUILDING RESILIENCE

The programme, she says, wants to help students build inner resilience and empower them, so that they are more prepared to overcome challenges in life.

It seems to have worked so far. Survey questions answered by the students before and after the programme show improved confidence levels. Students also seem to better recognise the importance of doing well in subjects, as they have seen their relevance.

The National Council of Social Service (NCSS) contributed to the NFTE programme and worked with Halogen on giving local context to the survey questions to measure the programme's effectiveness in Singapore. NCSS deputy chief executive Tina Hung said programmes like NFTE use entrepreneurship as a teaching tool to help build confidence and resilience in young people from disadvantaged backgrounds.

"This includes prompting them to think about the future and ways to overcome challenges.

"It also helps them build self-esteem and foster a greater sense of self-efficacy by providing young people an innovative and unique platform to gain leadership skills and exposure," Ms Hung said.

fer from lower self-confidence. They may not always be very quiet and are sometimes very rowdy. But you can tell from what they say – for example, when presented with a problem, the first thing they say is, "Cannot one, lah!"

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"It also helps them build self-esteem and foster a greater sense of self-efficacy by providing young people an innovative and unique platform to gain leadership skills and exposure," Ms Hung said.

audreyt@soh.com.sg

SEE EDUCATION B10

Dapper entrepreneur  
More stories at [straitstimes.com](http://straitstimes.com)



**ST**

Video:  
Singapore student brings bow tie business to NYC  
<http://str.sg/4Xa9>



NFTE students from The Salvation Army after their presentation coaching with Google.

**What is the biggest change you have seen in a student before and after the NFTE programme?**

**Mark, Youth Worker from The Salvation Army:**

“Courage. You could really sense a lot of jitters and anxiety from many of them. But they pulled through and went with it. After the experience in the NFTE programme, they can see themselves grow in their confidence.”

**Chen Qi, Youth Worker from The Salvation Army:**

“It is definitely resilience. Like most of their peers, our youths lack self-motivation and have a tendency to give up easily. The change we see from struggling to get them to do their daily chores to completing the 10-day NFTE BizCamp proves how they have grown in the area of resilience.”

# valued partners



Growing Leaders



Some of Halogen’s corporate partners for NFTE include:

Bynd Artisan  
Chloros Solutinos Pte Ltd  
Credit Suisse  
FLY Entertainment

G2000  
Google  
Lepark  
Salesforce.org

Social Co.  
Tata Communications  
UBS

# 2016 statistics\* + academy

## leadership

INSTITUTIONS IMPACTED

179

STUDENTS IMPACTED

10142

YOUTH INFLUENCERS IMPACTED

1007

PARTICIPANT HOURS

33918

## entrepreneurship

INSTITUTIONS IMPACTED

11

STUDENTS IMPACTED

325

\*Reasonable and conservative estimates as of 3 May 2017.

## halogen programmes

EQUIPPING EDUCATORS PROGRAMME

EVERYDAY LEADERSHIP®

HABITUDES®

THE LEADERSHIP CHALLENGE® SERIES / THE STUDENT LEADERSHIP CHALLENGE®

THE STUDENT LEADERSHIP CHALLENGE® CERTIFIED FACILITATOR TRAINING

# programmes

NFTE students from Bedok Green Secondary School and corporates volunteers from Deutsche Bank.

ship

Start

Start

**EDUCATORS  
IMPACTED**

**CORPORATE  
VOLUNTEERS**

**22**

**283**

**PARTICIPANT  
HOURS**

**CORPORATE  
PARTNERS**

**42842**

**28**

**NATIONAL YOUNG LEADERS'  
DAY (NYLD)**

**NATIONAL YOUNG LEADER  
AWARD (NYLA)**

**NETWORK FOR TEACHING  
ENTREPRENEURSHIP (NFTE)**

- **NFTE IN-CURRICULUM  
(SCHOOL-BASED EXECUTION)**
- **NFTE BIZCAMP  
(CAMP-BASED EXECUTION)**

# case studies



## **NFTE CORPORATE ADOPTION**

As part of our Network for Teaching Entrepreneurship (NFTE) programme, we launched a corporate adoption scheme to provide support through a one-year programme adoption for NFTE schools. Corporates would contribute resources and time to help students in the NFTE programme, fielding volunteers to participate in hosting business visits and coaching students in work sessions.

These volunteers coach students on business content and guide them to apply it back to their own business ideas. Our corporate partners include Tata Communications, Credit Suisse, UBS and Salesforce.org.

Deutsche Bank volunteer sharing insights on the Banking and Finance Industry during a Business Visit conducted for NFTE students from Bedok Green Secondary School.

01-54

BYND ARTISAN



BYND ARTISAN

YING  
THE LABEL

## BYND ARTISAN AND YING THE LABEL

Bynd Artisan and Ying the Label are two emerging brands in the local landscape of Small Medium Enterprises (SMEs). In 2016, as a part of their second anniversary celebrations, both companies collaborated with Halogen Foundation Singapore to impact youth from the Network for Teaching Entrepreneurship (NFTE) programme.

Bynd Artisan invited NFTE students to their store and students got to hear stories of challenges and victories of Bynd Artisan and Ying the Label's entrepreneurship journey. This collaboration provided an opportunity for our students to understand what happens behind the scenes in running a business.

Both companies also organised a fundraising initiative where 20% of sales proceeds were donated to Halogen.

NFTE students from Westwood Secondary School at a Business Visit with Bynd Artisan.

# case studies



## Google **GOOGLE**

Google encourages its employees to give back to charitable organisations that they love through GoogleServe. Each June, Googlers volunteer in their local communities in various projects from training non-profit organisations to use technology to improve their operations to preparing meals for the needy.

Since November 2016, Halogen Foundation Singapore has partnered with Google to develop and deliver a programme for Googlers to mentor youths from challenging backgrounds. This one-on-one mentoring programme involved tertiary students from ITE College East and youths from The Salvation Army over six months. Using the framework designed by Halogen, Googlers were able to effectively help these youths build their leadership and interpersonal skills, set personal goals and develop a roadmap to navigate their personal and professional challenges.

Youths from The Salvation Army going through team-building activities with staff from Google.



 **SALESFORCE.ORG**

As part of their integrated philanthropic approach, Salesforce.org has been actively partnering with Halogen Foundation Singapore to give back through their 1/1/1 model - 1% people, 1% technology and 1% resources.

Since 2012, Halogen Foundation Singapore has partnered with Salesforce.org to run its annual Singapore BizAcademy programme. In the one-week programme, we create an environment that facilitates mentoring and personal development between Salesforce employees and the students. Incorporating leadership training and hands-on real-world business experience, participants get a preview of the corporate world and learn the mechanics behind this global enterprise. The programme serves youth from under-resourced and/or low-income communities to gain experience in a growth industry and progress training into full-time employment.

Salesforce.org has also been a corporate partner in our Network for Teaching Entrepreneurship (NFTE) programme. Since adopting one of our schools, they have been actively involved and committed to journeying with our students, inviting students to their offices for business visits as well as spending time with them for corporate work sessions. These long-term engagements have created lasting impact with our students and we have seen these students grow in their character, mindsets and skillsets.

Halogen is also a recipient of Salesforce non-profit user licences and the Salesforce.org grants, allowing us to leverage on Salesforce's technology to extend our impact.

# spark fund & donor roll

The success and breakthroughs of Halogen have only been made possible through the generous support from different partners and organisations. We are extremely thankful to all of you!

In 2015, Halogen set up the Spark Fund to recognise the contributions made towards our cause of supporting leadership and entrepreneurship development opportunities for young people.

The Spark Fund provides Network for Teaching Entrepreneurship (NFTE) Class Scholarships for youth from disadvantaged and underprivileged families. Halogen works with classes of youth and the influencers to support their one-year entrepreneurship education journey. It costs about S\$1,000 to put a student through this one-year entrepreneurship programme.

Donors are recognised in the tiers based on their cumulative contributions over a 3-year period with the exception of the Spark Honour Hall and Spark Founding Circle.

## **SPARK HONOUR HALL (\$250,000 and above)**

Spark Honour Hall donors are recognised based on their cumulative contributions as of 2013. This will be a permanent list and not a rolling tally.

Lee Foundation States of Malaya  
Lim Soon Hock

## **SPARK FOUNDING CIRCLE**

As part of the launch of The Spark Fund, donors who have contributed \$25,000 and above within the year 2015 will be recognised as members of the Spark Fund Founding Circle.

Dr. Ann Tan  
Bengawan Solo Pte Ltd  
Dimension Data Asia Pacific Pte Ltd  
Glory Wealth Group Pte Ltd  
Khoo Teck Puat Foundation  
Kwee Liong Tek  
Neo Garden Catering Pte Ltd  
Ngee Ann Development Pte Ltd  
OSIM International Ltd  
Salesforce.com Singapore Pte Ltd  
Serial System Ltd  
Tata Communications International Pte Ltd  
United Overseas Bank Ltd



Halogen facilitator coaching NFTE students on their business ideas.

## **SPARK LEGEND (\$25,000 and above)**

Credit Suisse AG  
Excelpoint Systems (Pte) Ltd  
Grace, Shua and Jacob Ballas Charitable Trust  
Goldbell Foundation Fund

The Silent Foundation  
Then Family Trust  
Loh Sun Heng  
Sherron Wong

## **SPARK SUPERHERO (\$10,000 and above)**

Activa Media Pte Ltd  
Changi Foundation  
Charles & Keith (Singapore) Pte Ltd  
Drayhall Capital Pte Ltd  
Goldvein Pte Ltd  
Keppel FELS Limited  
LinkedIn for Good Corporate Giving Fund  
Munich Management Pte Ltd  
NTUC FairPrice Foundation  
Stephen Riady Foundation  
TAK Products & Services Pte Ltd

Tru-Marine Pte Ltd  
Tsian Pte Ltd  
Visa Worldwide Pte Ltd  
Aaron Maniam  
Albert Hong Hin Kay  
Brian Chang  
Dr. Lim Ka Liang  
Goh Bak Heng  
Khoo Kim Geok Jacqueline  
William B.G. Padfield  
Xu Shen Guo

## **SPARK HERO (\$5,000 and above)**

Asia PR Werkz Pte Ltd  
Bentz Jaz Singapore Pte Ltd  
Deutsche Bank AG Singapore  
Fraser & Neave, Limited  
Kwan Im Thong Hood Cho Temple  
Luxasia Foundation  
MILK Community Development Fund  
Money World Asia Pte Ltd  
PricewaterhouseCoopers LLP  
Rio International Investment Pte Ltd  
Sakae Foundation  
Tiong Aik Construction Pte. Ltd  
Transmedic Pte Ltd

WL Properties Pte Ltd  
Chong Lo Lan Pearlyn  
Junie Foo  
Ho Kian Hock  
Low Chee Wah  
Martin Tan Beng Chong  
Ong Siew Ting Geraldine  
Phuay Yong Hen  
Thomas Goh Toh Wee  
Wee Siew Bock  
Wong Her Shann  
Yeo Swee Tuan  
Yow Sook Ming



# spark fund & donor roll

## SPARK SUPPORTER (\$1,000 and above)

Allalloy Dynaweld Pte Ltd  
Aon Hewitt Consulting  
Aon Singapore Broking Center  
Aon Singapore Pte Ltd  
AT Kearney Pte Ltd  
Bayshore Green Pte Ltd  
Blue Gold Enterprise Pte Ltd  
Bynd Artisan Pte Ltd  
C S E Yap Pte Ltd  
Centurion Cecil Pte Ltd  
Changi Airport Group (S) Pte Ltd  
China Fishery Group Ltd  
Chua Chuan Leong Contractors Pte Ltd  
CNA Development Pte Ltd  
Dayfull International Investment Pte Ltd  
Dynaforce International Pte Ltd  
East Asia Engineering & Construction Pte Ltd  
Equation Summit Limited  
Evergreen Secondary School  
Fortuna Air-Conditioning & Electrical Pte Ltd  
General Donation for Sing Love Concert  
Genocean Enterprises Pte Ltd  
Gigatt International Marketing Pte Ltd  
Hugo Boss South East Asia Pte Ltd  
IDS Medical Systems (Singapore) Pte Ltd  
JD Corporate Advisory Pte Ltd  
JHT Law Corporation  
KH Builders Pte Ltd  
Kinokuniya Book Stores of Singapore Pte Ltd  
MarvelTime International Investment Pte Ltd  
Meiban Group Pte Ltd  
National University of Singapore  
NK Ceramic Pte Ltd  
NSL OilChem Waste Management Pte Ltd  
OKP Holdings Limited  
Oni Global Pte Ltd  
Parkway Hospitals Singapore Pte Ltd  
Pavilion Energy Management Pte Ltd  
Prive Clinic Pte Ltd  
Riverlife Church Ltd  
Sanmina-Sci Systems Singapore Pte Ltd  
Seng Bee Holdings Pte Ltd  
Seyu Pte Ltd  
Singapore Telecommunications Limited  
Squire Mech Pte Ltd  
Sunray Woodcraft Construction Pte Ltd  
Sysma Energy Pte Ltd  
Tampines Court Pte Ltd  
Viva Industrial Trust Management Pte Ltd  
Wen & Weng Medical Group Pte Ltd  
Wilmar International Limited  
Woh Hup (Private) Limited  
Zheng Keng Engineering & Construction Pte Ltd  
April Lee Mei-Li  
Benedict Chang Yew Teck  
Casey Teh  
Cheryl Lim Hui Feng  
Cho Pei Lin  
Choo Kim Hiong  
Chua Hua Meng  
Darlene Ang  
Edmund Ip Hoi Wah  
Elvin Tan  
Eric Ong Ann Poh  
George Goh  
Goh Cher Shuie Nicholas  
Goh Tiong Yong  
Ho Poh Foong  
Irene Ang Ai Ling  
Ivan Koh Chee Hiang  
Janifer Yeo Tan  
Jeffrey Khoo  
Jerry Yeu  
John Wong Weng Foo  
Jonas Lim  
Jumabhoy Iqbal  
Karen Soh  
Kee Hsiao Yui Grace  
Kong Eng Huat  
Lawrence Chiang Kok Sung  
Lee Hooi Nee  
Lie Kiem Lan  
Lim Kok Ann  
Lim Mui Khim  
Lim Yanzi  
Loh Kim Kang David  
Low Yoon Pak  
Neo Sally  
Ng Hong Whee  
Peter Quek  
Dr. Jade Kua Phek Hui  
Phua Mui Keng Jenny



## SPARK SUPPORTER (continued)

Pierce Quek  
Priscilla Soh  
Rachel Eng  
Rajaish Bajpae  
Ramlee Bin Buang  
Renee Thong Ying Siew  
Rob Smith  
Shirley Tan  
Shu Pek Yen Pauline

Siang Choo Chan  
Simon Tate  
Syed Mohamed Jawahar Ali  
Tahsin Alam  
Tomithy Too MuZhen  
Veronica Rao  
Yeow Wah Chin  
Yu Chuen Tek

The Donor Roll is updated year-on-year as a rolling tally. The above Donor Roll captures the class of 2016 (donation period from 2014 to 2016).

We also wish to thank all those who have contributed to our cause whose names have been inadvertently left out at the time of print.

Should you wish to support our cause, kindly contact our Donor Manager - **Jonathan** at [jonathan@halogen.sg](mailto:jonathan@halogen.sg) for more information.



Right: Interactions between corporate volunteers from Tata Communications and NFTE students from Bedok Green Secondary School.

Corporate volunteers from Aon Hewitt hosting NFTE students from Institute of Technical Education (ITE) to give more insights on Human Resource and Consulting.

## SUPPORT

Make a tangible difference by investing in the lives of youths who may need a helping hand.

Your support allows us to serve those in need in a sustainable manner and your generosity can provide scholarships for students to participate in our proven entrepreneurship programme.

We are a registered Institution of Public Character (IPC) charity, making all donations eligible for a 250% tax deductions. All funds raised will contribute toward the work of Halogen Foundation Singapore.

You can donate online through [www.giving.sg/halogen-foundation-singapore-](http://www.giving.sg/halogen-foundation-singapore-).

You can also email **Jonathan** at [jonathan@halogen.sg](mailto:jonathan@halogen.sg) to find out more.

## PARTNER

Become a partner and help develop Singapore's next generation of leaders and entrepreneurs.

From consultations in developmental framework design to content contextualisation, from training trainers to executing programmes, we aim to establish a foundation for our partners to build upon and transform their young people.

By lending your expertise to invest in youths through our programmes, corporate partnerships can make a big impact on the future of our youths. United by our commitment to give quality leadership and entrepreneurship development, Halogen hopes to pool resources, knowledge and networks in order to open more doors and opportunities for our youths.

Email **Ivy** at [ivy@halogen.sg](mailto:ivy@halogen.sg) to find out more.

## VOLUNTEER

Be on the forefront and experience the transformation firsthand as you volunteer in our programmes.

We are always looking for more volunteers who would like to support our cause of building young leaders and entrepreneurs by giving their time. We offer high impact volunteering opportunities for motivated individuals or corporations.

Join one of our Halogen Way sessions to get to know our team and learn about the opportunities we offer for volunteers! Sign up at <http://bit.ly/HFSinvolve>.





Left: Corporate Volunteers from Google engaging in a discussion on business ideas and opportunities with NFTE students from Jurongville Secondary School.

Above: Volunteers from Google Inc. sharing on the traits of different personality types.

# board of directors\*

\* for Fiscal Year 2016

The Board works together with the Management Team, led by the CEO, to manage Halogen. The Management Team is accountable to the Board.

Our Board of Directors is made up of volunteers. Each term of appointment of directors is either 3 years for the Chairman of the Board and Committee Chairpersons, and 2 years for the rest of the directors. These term limits allow for periodic board rejuvenation and succession.

In accordance with the Code of Governance, the term limit for the Board Treasurer, who is also the Finance & Establishment Committee Chairperson, is capped at 4 years. The board meets at least 4 times a year, with a quorum of at least 3 members.

All board members do not receive any remuneration or director's fees.

## PATRON AND BOARD OF DIRECTORS



**Teo Chee Hean (Patron)**  
Deputy Prime Minister,  
Coordinating Minister for National Security



**Lim Hwee Seh**  
Director, Special Projects,  
Singapore Policy History Project  
Ministry of Social and Family Development  
(24 Oct 2016)\* [1/1]#



**Lim Soon Hock (Chairman)**  
Founder and Managing Director  
PLAN-B ICAG Pte Ltd  
(26 Jun 2014)\* [5/5]#



**William Bruce Grahame Padfield**  
Group Executive, Services & Chairman  
Dimension Data Asia Pacific Pte Ltd  
(08 Jun 2016)\* [0/5]#



**Tam Chee Chong (Treasurer)**  
Deputy Managing Partner, Markets  
Deloitte & Touche LLP Singapore  
(26 Jun 2014)\* [5/5]#



**Mark John Sayer**  
Managing Director  
Drayhall Group  
(18 Jun 2015)\* [4/5]#



**Martin Tan Beng Chong (Co-Founder)**  
Executive Director  
Institute for Societal Leadership, SMU  
(08 Jun 2016)\* [4/5]#



**Dr Ann Tan Sian Ann**  
Consultant Obstetrician and Gynaecologist  
Women Fertility & Fetal Centre  
(26 Jun 2014)\* [4/5]#



**Ramlee Bin Buang**  
Founder & Owner  
UYKO Advisory  
(18 Jun 2015)\* [4/5]#



**Jessie Thong Yuen Siew**  
Executive Director  
JHT Law Corporation  
(08 Jun 2016)\* [4/5]#



**Cho Pei Lin**  
Managing Director  
Asia PR Werkz Pte Ltd  
(08 Jun 2016)\* [4/5]#

\* refers to Board Member's date of renewal of appointment. # refers to Board Meeting attendance for 2016.

# board committees

## FINANCE AND ESTABLISHMENT COMMITTEE

Tam Chee Chong (Chairperson), William Bruce Grahame Padfield (Co-Chairperson), Lim Soon Hock, Martin Tan Beng Chong

## AUDIT COMMITTEE

Ramlee Bin Buang (Chairperson), Jessie Thong Yuen Siew (Co-Chairperson), Lim Soon Hock

## BUSINESS DEVELOPMENT AND SPONSORSHIPS COMMITTEE

Dr Ann Tan Sian Ann (Chairperson), Mark John Sayer (Co-Chairperson), Lim Soon Hock, Jessie Thong Yuen Siew, Cho Pei Lin, Martin Tan Beng Chong, Lim Hwee Seh

## AWARDS COMMITTEE

Cho Pei Lin (Chairperson), Mark John Sayer (Co-Chairperson), Jessie Thong Yuen Siew, Lim Hwee Seh

### The Finance and Establishment Committee is responsible for:

- a. The general affairs of the Board including nomination and appointment of Directors as well as succession planning for board and key management appointments.
- b. Overseeing the financial management and compliance with applicable laws and regulations, so as to ensure that its resources are used legitimately and can be accounted for.
- c. Overseeing the short and long-term investments and monitor the investment of the assets of the charity for the sole interest of the charity and its beneficiaries.
- d. Overseeing the human resource management of Halogen, including compensations and benefits and recruitment of key management personnel.
- e. Overseeing the Public Relations/Corporate Communications of Halogen.
- f. Recommending suitable training & development opportunities that the directors may consider, locally or overseas. At the same time, directors may request and/or be invited to participate in internal and/or external training and networking sessions.

### The Audit Committee is responsible for:

- a. Reviewing and endorsing the year-end financial statements and recommending it for board adoption.
- b. Reviewing the risk management and internal control processes to ensure that these are adequate in respect to financial reporting, operational, regulatory and other financial risks.
- c. Reviewing and recommending to the Board for approval the frameworks and policies for managing risks that are consistent with the organisation's risk appetite.
- d. Engaging and facilitating the external audit of the organisation including ensuring the independence of the auditors, determining the audit fees and adequacy of the overall audit plan.

### The Business Development and Sponsorships Committee is responsible for:

1. Overseeing the overall fundraising activities of Halogen.
2. Overseeing the strategic business initiatives and opportunities, including overseeing the development and implementation of Halogen's operations and programmes.

### The Awards Committee responsible for:

- a. Providing leadership and direction for awards administered by Halogen Foundation Singapore (e.g: National Young Leader Award). To be strategically involved in the evaluation and selection process of the winners.
- b. Making recommendations on matters concerning the awards, including proposals for new award categories and award regulations.
- c. Working with staff to establish sponsorship packages for award partners.
- d. Formulating plans to scale up the award.

# financial statements

## Balance Sheet as at 31 December 2016

	Note	2016	2015
		\$	\$
<b>Members' guarantee</b>			
Members' guarantee at \$10 each	4	110	110
<b>Accumulated surplus</b>		2,336,753	1,539,241
<b>Non-current asset</b>			
Plant and equipment	5	20,031	36,909
<b>Current assets</b>			
Trade and other receivables	6	92,281	69,075
Prepaid operating expenses		31,655	1,514
Cash and short-term deposit	7	2,320,977	1,720,641
		2,444,913	1,791,230
<b>Current liabilities</b>			
Trade payables and accruals	8	81,921	78,882
Deferred income	9	46,270	210,016
		128,191	288,898
<b>Net current assets</b>		2,316,722	1,502,332
<b>Net assets</b>		2,336,753	1,539,241

Explanatory notes can be found in the complete Annual Financial Statement (31 December 2016) report. The report can be downloaded from our website at [www.halogen.sg](http://www.halogen.sg)

# financial statements

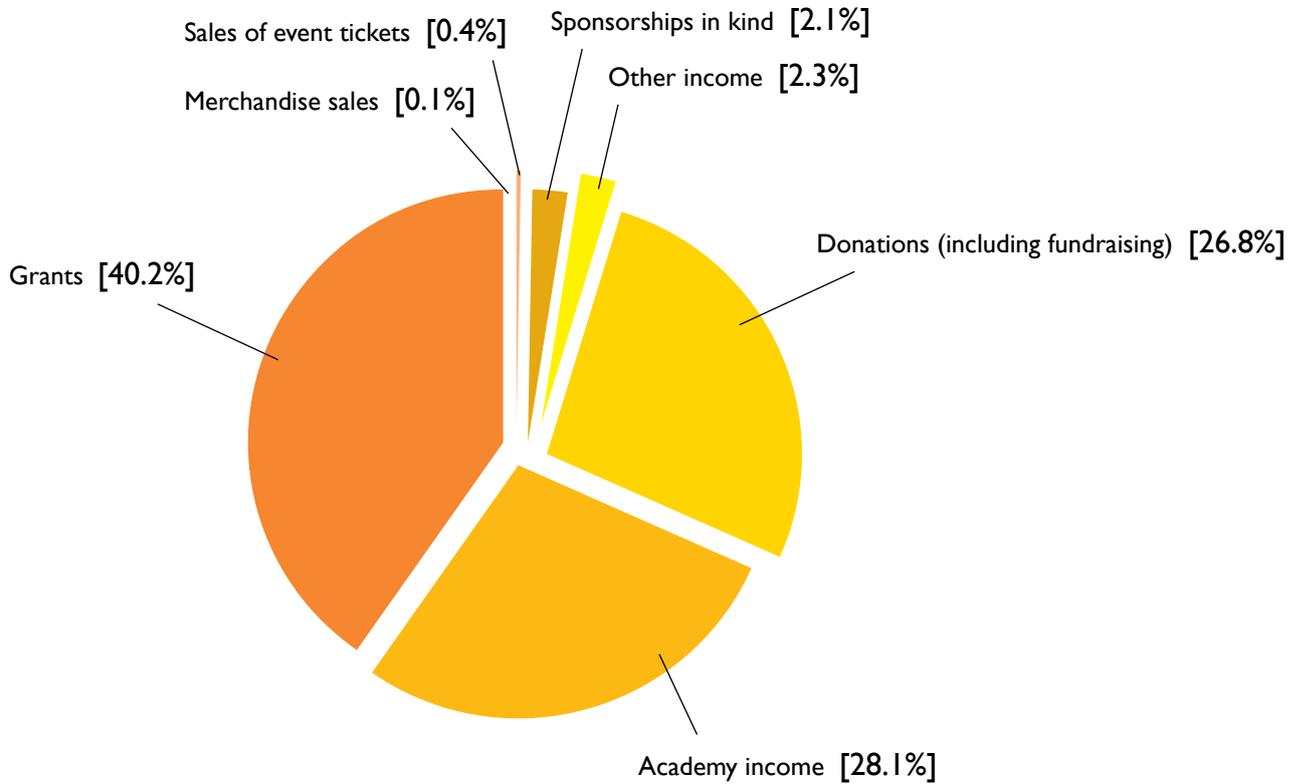
## Statement of comprehensive income For the financial year ended 31 December 2016

	Note	FY2016	FY2015
		\$	\$
Sponsorships in kind		44,379	56,373
Donations (including fund raising)	10	556,728	1,544,837
Grants	11	833,184	611,313
Sales of event tickets		7,968	10,754
Academy income		581,666	513,158
Merchandise sales		1,726	1,881
Other income	12	47,882	33,794
		2,073,533	2,772,110
<b>Less: operating expenditures</b>			
Academy expenses		320,391	296,332
Other expenses (including cost for fundraising expenses)		235,207	211,619
Depreciation of plant and equipment	5	22,750	18,225
Rental expense		63,070	63,070
Staff costs		634,603	497,648
Interest expense		–	59
		1,276,021	1,086,953
<b>Surplus before taxation</b>	13	797,512	1,685,157
Income tax expenses	14	–	–
<b>Surplus net of tax, representing total comprehensive income for the financial period</b>		797,512	1,685,157

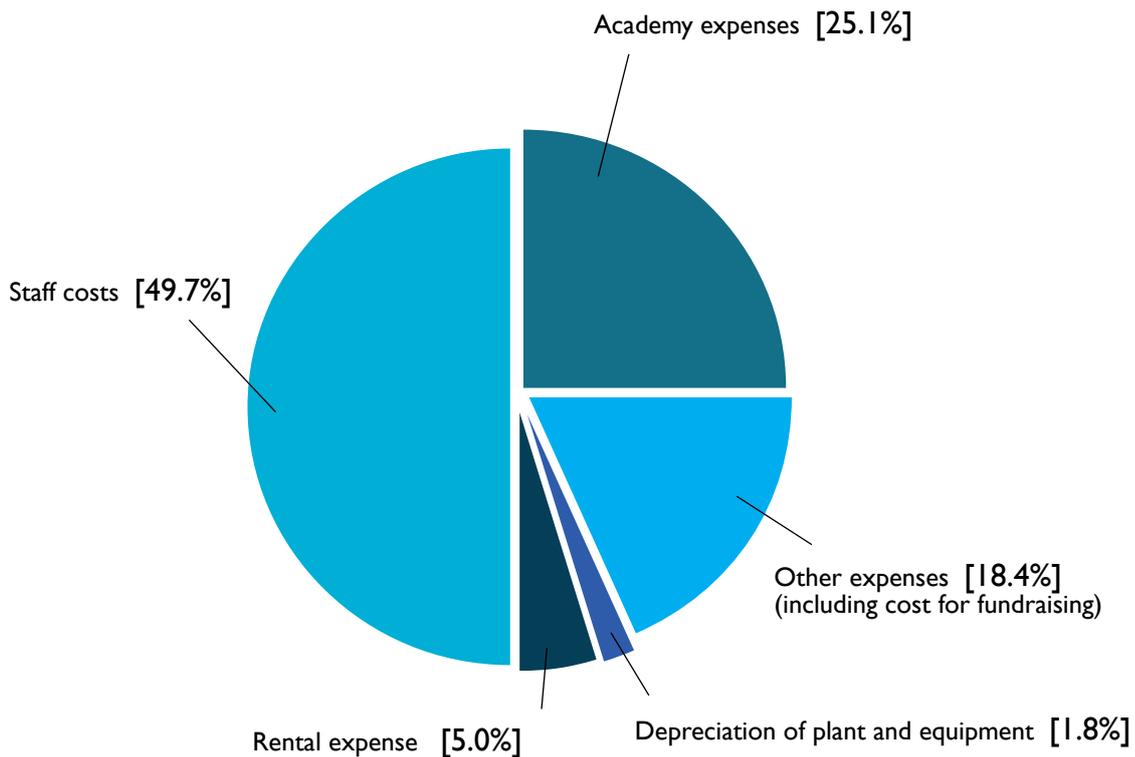
Explanatory notes can be found in the complete Annual Financial Statement (31 December 2016) report.  
The report can be downloaded from our website at [www.halogen.sg](http://www.halogen.sg)

# financial statements

## OPERATING INCOME 2016



## OPERATING EXPENSES 2016



# policy statements and practices

## Conflict of Interest

Halogen has adopted a Conflict of Interest Policy to ensure all Board members and staff act in the best interest of the organisation.

The policy aims to protect Halogen and its members from any appearance of impropriety. It mandates that all Board members and staff must exercise the highest duty of care and judgment when dealing with matters relating to Halogen, and to disclose all interests (commitment, investment, relationship, obligation, involvement, financial or otherwise), which may be a potential conflict of interest. The policy provides procedures and guidelines on how conflict of interest situations are to be handled.

All Board members and staff are to complete a declaration at the beginning of their service as well as make a new declaration on an annual basis or when there are any changes.

## Whistle Blowing

Halogen is committed to a high standard of compliance with accounting, financial reporting, internal controls, auditing requirements and does not tolerate any malpractice, impropriety, statutory non-compliance or wrongdoing by staff in the course of their work. In line with this commitment, the Whistle Blowing Policy aims to provide an avenue for employees, volunteers and external parties to raise concerns and promote responsible and secure whistleblowing without fear of adverse consequences. This Policy is meant to protect genuine whistleblowers from any unfair treatment as a result of their report.

## Reserves Policy

Halogen seeks to achieve a reserve level of 3 years of operating costs to ensure stability and continuity of the services we provide. The amount of reserves is regularly reviewed by our Board to ensure that we have adequate reserves to fulfil our continuous obligations.

## Personal Data Protection Act Policy

Halogen respects the privacy of our donors, sponsors, partners and volunteers. As such, we are committed to abide by the PDPA policy, using the personal information to engage our donors, sponsors, partners and volunteers. They may, at anytime, choose to be removed from our mailing lists. Donors' names and particulars will not be used in any materials without permission from the donors.

## Code of Ethics and Conduct

All Board members shall be committed to achieving the highest level of professionalism and integrity in the discharge of their positions.

All staff are required to conduct dealings with each other, suppliers, external organisations and the public at large with total honesty and integrity and to do their utmost to maintain the reputation and corporate image of the organisation at all times.

**BUILDING YOUNG LEADERS AND ENTREPRENEURS  
WHO WILL PRACTICALLY CHANGE THE WORLD  
IN ISSUES THEY BELIEVE IN**



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