

TRYBE LIMITED

(A Company Limited by Guarantee and not having a Share Capital)
Annual Report Pursuant to Section 16(1) of The Charities Act, Cap 37

1. REGISTRATION

Trybe Limited (the “Company”) is a company incorporated under the Companies Act, Cap 50 on 2nd November 1995 and bearing Company Registration No. 199507763G. It is registered as a charity under the Charities Act, Cap 37 and its Charity Registration Number is 1152. It is approved as an Institution of a Public Character (IPC) under the purview of the Charities Unit of the Ministry of Community Development, Youth and Sports (MCYS), with IPC Registration Number IPC623. The registered address of the Company is 8 McNair Road, Singapore 328517.

2. CHARITY TRUSTEES

The Directors of the Company are the charity trustees and their particulars are :

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|----|----------------------------|---------------------------|
| 1) | Mrs Pamela Lee |) appointed on 02/11/1995 |
| 2) | Mdm Kuok Oon Kwong |) appointed on 02/11/1995 |
| 3) | Mdm Corrine Tham Seok Gek |) appointed on 02/11/1995 |
| 4) | Mdm Sally Liew |) appointed on 02/11/1995 |
| 5) | Ms Ingrid Christina Hanson |) appointed on 12/07/2000 |
| 6) | Ms Rachel Ong Sin Yen |) appointed on 09/01/2001 |
| 7) | Mrs May Oh Buong Yu |) appointed on 14/09/2001 |
| 8) | Mdm Julia Wong Fei Yen |) appointed on 01/06/2007 |
| 9) | Mr Daniel Ng Lok Man |) appointed on 06/09/2007 |

Mrs Pamela Lee is the Chairman of the Company and Mdm Wong Kee Yin is the Company Secretary.

3. BANKERS AND AUDITORS

Bankers : HongKong & Shanghai Banking Corporation Limited,
DBS Bank Ltd, and
Malayan Banking Berhad
Oversea Chinese Banking Corporation Limited

Auditors : Baker Tilly TFW LLP

4. ACTIVITIES AND OBJECTIVES

Trybe Limited (formerly known as “*Save the Children Singapore Limited*”) is a charity focused on work to develop youth in Singapore. As the work of Trybe had gained much traction amongst educational institutions and other youth agencies, the Board had decided to change the name of the Company, from “Save the Children Singapore Limited” to “Trybe Limited”. This name change was effected in September 2010.

In 2011, Trybe focused much of its effort on enhancing the quality of the programmes. Most schools approached Trybe asked for programmes with longer duration; that would increase the time that Trybe staff and facilitators spent with their students.

(A) Key Achievements in 2011

- Trybe continued to lead 2 groups to West Timor for a Service-Learning (S-L) programme at Roslin Orphanage for the 2nd year running under the Ministry of Community Development, Youth and Sports (MCYS). The programme was expanded to include a local project with agencies. The programme comprised of 20 seminars lasting 3 months which brought about close bonding between staff and participants.
- Trybe was invited by Singapore Girls’ Home to conduct camp for the second year due to the success of past year camp. It was an impactful programme that brought about transformational change in the lives of both volunteers and participants. Many volunteers have decided to sign up as PODZ mentors for Girls’ Home.
- Trybe embarked on a 7-month programme on S-L for Jurongville Secondary School. This programme integrated National Education & Community Projects. The programme allowed more ownership for students to plan & prepare for their projects and manage finances disbursed by the National Youth Council (Campus Change Maker Grant).
- Trybe conducted S-L programme for the first time at Bintan for Ai Tong School. Students were able to meet the need of the orphanage at Bintan through a needs analysis exercise. The programme allowed students to be actively involved in meeting the real needs of the community.
- 8,632 (2010: 9003) participants experienced our range of programmes - through the modes of workshops, talks and camps in the year.
- Apart from the programmes, Trybe was also invited by Ministry of Community, Youth and Sports (MCYS) to run the Singapore Boys’ Hostel (SBHL) as the Managing Agent (MA). In March 2011, MCYS appointed Trybe as the MA of the SBHL for a period of 3 years with effect from September 2011. Trybe has since take on the role of running the SBHL as a MA on behalf of the government.

(B) Product Offering

Workshops

- 2011 saw the contribution of more long-term S-L projects with schools. There are four schools that worked with Trybe on a series of S-L projects.

Eg. Fuhua Secondary School (Secondary 3 Cohort)
Ping Yi Secondary School
Jurongville Secondary School
Tanjong Katong Girls School

- Trybe was approached by Victoria School to partner with the school to compile an S-L guidebook for the teachers and students.

Mentoring

- MCYS invited Trybe to continue to be a mentoring agency providing PODZ Youth Mentoring – a mentoring programme initiated by MCYS, with the Singapore Boys' Home for the fifth consecutive year.

Talks

- Trybe has commenced a series of “DOVE Body Talk” under the commission of collaboration between Singapore Health Services (SingHealth) and Department of Psychiatry of Singapore General Hospital since July 2011. The talks aimed to bring about more confidence in youth's view of their own body and image.

Camps

- Trybe has worked closely with Ngee Ann Polytechnic to conduct a student leadership camp from the School of InfoComm Technology (ICT). The camp has equipped the student leaders to lead orientation camp 2011.

(E) Infrastructure

- With the relocation of office, Trybe redesigned and upgraded the server and work-stations under the Capital set-up funding from MCYS for SBHL.
- With the new hires under the Hostel team, Trybe liaised with Microsoft to purchase 15 licenses of its Microsoft Office 2010 product at a subsidized rate.

(F) Volunteer Management System (VMS)

- Trybe continued to train new volunteers to prepare them for their basic role in Trybe. 21 volunteers – ranging from secondary school students to working adults, participated in Trybe Volunteer Induction last year, after which they were asked to lead and train certain components of programmes as part of their on-the-job training. They were also introduced to new volunteering opportunities at the Singapore Boys' Hostel.
- Trybe involved 18 volunteers in a Bintan Recce trip at the beginning of 2011 for the intent of exploring partnerships for schools' Service Learning programmes with the social service agencies in Bintan.
- In furtherance of volunteers' development in reference to their goals and interests, 29 active volunteers were specially invited to Volunteer Appraisal, including 6 teen volunteers (secondary school level). Out of these, 12 were assessed to be ready and thus selected to be involved in specialised training and taking on new roles such as TEOrg (volunteers who would help to organise events for Trybe) and TGenz (teens volunteers who would be mentored in learning certain life skills and communication skills).
- Following an audit and maintenance of the online volunteer management system, we have 954 people registered on the Trybe volunteer community at the end of 2011, up from 840 in 2010.

(G) Human Resources

- In 2011, the team of Trybe was segregated according to their focus area. One team focused on Programmes while another worked on the Hostel work.
- The Programmes Team saw the recruitment of three staff, Thiew Min Min, as Assistant Project Manager, Robert Ong, as IT Project Manager, and Keith Chan as Project Executive. It is worthwhile to note that both Min Min and Keith were previous participants in Trybe's programmes.
- The Hostel Team saw a major recruitment drive:
 - i. Life Coaching:
 - Amos Ng was promoted from a Project Manager to Assistant Project Director, and Head of Life Coaching.
 - Leon Stewart and Calvin Hong joined as Life Coaches.
 - ii. Operations Officers:

There were 9 recruits into this role - they are Rachel Denise, Jonathan Tan, Nigel Tham, Terry Tan, Jasper Fong, Heng Kok Sin, Matthew Lim, Yeronn Khoo as Operations Executives; and Tong Ming Ming, as Assistant Manager.

(H) Corporate Governance Procedures

- Trybe continues to fulfill all corporate governance requirements in accordance with the requirements laid down by NCSS and MCYS Charities Unit.

(I) Financial Highlights

- Overall revenue in FY2011 was \$941,071 (FY2010: \$1,086,111) with \$381,862 (FY2010: \$523,968) arising from programmes, \$373,406 (FY2010: nil) from hostel, and \$145,865 (FY2010: \$463,141) from donations. Apart from programmes and donations, Trybe also received government grants for PODZ Youth Mentoring Programmes amounting to \$38,239 in FY2011 (FY2010: \$79,936).
- Overall costs of \$1,221,835 (FY2010: \$908,063) in FY2011 was \$467,682 (FY2010: \$427,558) arising from programmes costs, \$102,604 (FY2010: nil) from hostel cost, \$506,743 (FY2010: \$360,244) from staff costs and \$144,806 (FY2010: \$120,261) from depreciation and operating expenditure.
- The deficit for FY2011 was \$280,764 (FY2010: surplus of \$178,048).
- Cash holding at bank at end of FY2011 was \$486,782 (FY2010: \$728,273).

