

TRYBE LIMITED

(A Company Limited by Guarantee and not having a Share Capital)

2012 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 Culture, Community and Youth (MCCY), with IPC Registration Number IPC623. The registered address of the Company is Blk 479 Tampines Street 44 #01-279 Singapore 520479.

2. CHARITY TRUSTEES

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

1)	Mrs Pamelia 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 Pamelia Lee is the Chairman of the Company and Mdm Wong Kee Yin is the Company Secretary.

3. BANKERS AND AUDITORS

Bankers : 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 2012

- Trybe led one group to West Timor for a Service-Learning (S-L) programme at Roslin Orphanage for the 3rd year running under the MSF. A local community project is included in the programme. This programme comprised of 20 seminars lasting 3 months which brought about close bonding between staff and participants.
- Trybe embarked on a 7-month S-L programme 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 also embarked on a 6-month programme on S-L for Naval Base Secondary School. The programme involved the facilitation and mentoring of Secondary 2 cohort to plan, prepare and implement a carnival. The fund raised for the carnival was donated to Nee Soon Residents' Committee.
- Trybe conducted a S-L programme for the second year 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.
- Trybe conducted 2 rounds of the Time-Out programme at New Town Secondary School for a group of youth that were not doing well in school. The programme involved building the resilience and motivation for them to achieve for success in the lives.
- Trybe mentored 36 student leaders from Pei Hwa Secondary School to organise a leadership camp for their juniors in school. These students were mentored and coached by Trybe staff and volunteers in their leadership and organisational ability.
- 11,293 (2011: 8632) participants experienced our range of programmes - through the workshops, talks and camps in the year.
- As the managing agent (MA) of the Singapore Boys' Hostel (SBHL), Trybe works with partners and other stakeholders to provide rehabilitative programmes and other specific interventions for the juvenile offenders who reside in the Hostel. Apart from these programmes, Trybe also provided other recreational programmes such as sports and arts to help the residents develop, body, mind and soul.

(B) Product Offering

Workshops

- 2012 saw an increase in the number of motivational workshops conduct for troubled youths in school. 4 schools, Hong Kah Secondary School, Junyuan Secondary School, Newtown Secondary School and Swiss Cottage Secondary School, worked with Trybe to deliver their Time Out programme, each programme lasting 8 to 12 sessions.

Mentoring

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

Talks

- Trybe began a series of Social and Emotional Learning (SEL) Assembly Talk for secondary schools. The assembly talk covered topics such as Self-Esteem, Goal Setting, Peer Pressure and Stress Management through interesting teen drama which captured and engaged the audience within the 60-min talk.

Camps

- Trybe conducted 4 student leadership development camps in 2012 for Pei Hwa Secondary School, Clementi Town Secondary School and Junyuan Secondary School. The programme helped to build the students' foundation for exemplary leadership practices.

(C) Volunteer Management System (VMS)

- New initiatives were introduced at the Singapore Boys' Hostel to encourage volunteer participation. The first cycle of the hostel tuition programme started in February 2012, with 11 volunteer tutors participating in weekly night tuition for the residents. These tutors were made up of current and new volunteers who were in tertiary education. Other programmes that involved volunteer participation was the Christmas Party at the Singapore Boys' Hostel, where about 5 volunteers got together to plan and involve the residents in celebrating the Christmas holiday.
- Trybe continued to train new volunteers to prepare them for their basic role in Trybe. 10 volunteers 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.
- We had 15 volunteer mentors who joined the Podz Youth Mentoring Programme, an initiative by MSF. For the 2012 Podz Mentor Appreciation, we nominated 5 mentors and 2 of them received the awards of Most Inspirational Mentor, and 1 received the award of Most Dedicated Mentor which were awarded by MSF.

- In 2012, 12 volunteers were given opportunities to join both the Trybe programmes team as well as the team at the Singapore Boys' Hostel as interns. They were involved in roles such as logistical preparation, programme development and management, in order to expose them to the workings and background processes in running programmes and a hostel.

(D) Human Resource

- Trybe's Programmes team recruited two new staff, the total staff strength was eleven. The team also started an internship programme this year which attracted 8 successful young people to join and support the team. The team attended a total of 461 hours of external training.
- The Hostel team had 18 staff, attended a total of 1310 hours of both in-house and external trainings.

(E) Corporate Governance Procedures

- Trybe continues to fulfill all corporate governance requirements in accordance with the requirements laid down by National Council of Social Services (NCSS) and Ministry of Culture, Community and Youth (MCCY) Charities Unit.

(F) Financial Highlights

- Overall revenue in FY2012 was \$1,710,396 (FY2011: \$941,071) with \$421,270 (FY2011: \$381,862) arising from Programmes; \$1,007,367 (FY2011: 373,406) from Hostel operations, and \$245,215 (FY2011: \$145,865) from donations. Apart from programmes and donations, Trybe also received government grants for PODZ Youth Mentoring Programmes amounting to \$25,208 in FY2012 (FY2011: \$38,239).
- Overall costs of \$1,591,248 (FY2011: \$1,221,835) in FY2012 was \$307,462 (FY2011: \$467,682) arising from programmes costs, \$146,150 (FY2011: 102,604) from hostel cost, \$941,751 (FY2011: \$621,954) from staff and interns costs and \$195,885 (FY2011: \$144,806) from depreciation and operating expenditure.
- The overall surplus for FY2012 was \$119,148 (FY2011: deficit of \$280,764); represented by \$-65,455 (FY2011: \$-186,638) for programmes; and \$184,606 (FY2011: \$-90,109) for hostel operations.
- Cash holding at bank at end of FY2012 was \$699,639 (FY2011: \$486,782), represented by \$559,131 (FY2011: \$395,281) in DBS bank; and \$139,015 (FY2011: \$44,056) in OCBC bank; and fixed deposit is \$61,764 (FY2011: \$61,379).