

## **TRYBE LIMITED**

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

2013 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**

In 2013, Trybe continued its work in providing programmes aimed at developing youth in schools ( both Primary and Secondary) and Polytechnics. Trybe also continued to run the Singapore Boys’ Hostel (SBHL) as the managing agent. In 2013, the Singapore Prisons Services (SPS) also appointed Trybe as the managing agent for the Community Rehabilitation Centre (CRC), for a period of three years.

## **(A) Key Achievements in 2013**

- A total of 14,711 (2012: 11,293) participants experienced our range of youth development programmes.
- We registered a total of 380 volunteers, who participated in our activities at least once in the last 3 years.
- We have 73 active volunteers who participated in at least 3 programmes in 2013.
- 14 tertiary students benefitted from our 3-months internship programme in 2013.
- We formed partnership with 13 new schools in 2013.
- 32 out of 46 schools (70%) purchase services from Trybe both in 2012 and 2013, indicating a high recurrence and resell rate.
- Shujog Limited projects that every dollar spent on Trybe activities in 2013 yielded a \$18.4 of social returns. That is a Social Return of Investment (SROI) of 1,842%.
- Trybe was invited to represent the youths at the National Day Rally 2013.
- Trybe was featured on the Channel 8 news, invited to comment on a national youth initiative.
- Trybe programme has recently been selected by the National Youth Council as a community partner for Youth Crops Singapore (YCS) which will start in June 2014. YCS is a national level youth initiative announced by the Prime Minister Lee Hsien Loong at the National Day Rally 2013, the initiative aims to help youths build the capacity to make sustained and meaningful contributions to society.
- 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.
- Similar to the SBHL, the Community Rehabilitation Centre (CRC) aims to provide rehabilitative work to the first time drug offenders that the CRC will receive; working with community partners, Trybe's focus is to get the residents ready to return to their communities.

## **(B) Product Offering**

#### Leadership Programmes For Student Leaders

- 2013 saw an increase in the number of leadership programme conducted. A total of 33 leadership programmes was conducted across primary and secondary schools for a total of 3,561 students.

#### Motivational Programmes For Troubled Youths

- We continue to receive requests from school to conduct Time Out Programmes (TOP) to help reduce attrition amongst students at-risk from dropping out of schools. A total of 7 TOP, each lasting 8 to 12 sessions, was conducted for 234 students in 6 primary and secondary schools.
- We mentored 7 girls from the Singapore Girls' Home for the PODZ Youth Mentoring Programme in 2013. MSF invited Trybe to continue as a mentoring agency for the seventh consecutive year.

#### Service Learning Programmes To Build Social Responsibility

- We conducted service learning programmes for 8 schools, engaging 1,348 youths in 2013. These youths are trained and guided by our Trybe facilitators to serve the less fortunate in our local charities and welfare agencies.

#### Life Skills Workshops To Develop Holistic Youths

- Our life skills programme that covers a variety of topics, delivered in various formats were conducted for 9544 youths in 2013.

### **(C) Volunteer Management System (VMS)**

- New initiatives were introduced at the Singapore Boys' Hostel to encourage volunteer participation. Our inaugural Gardening Programme involved 2 volunteers who are specialists in horticulture participated in weekly gardening sessions with the residents. The second cycle of the hostel tuition programme started in April 2013, with 6 tutors who are both current and new volunteers in tertiary education participating in weekly night tuition for the residents.
- In addition, 84 volunteers participated in ad-hoc programmes: The InterContinental Hotel Group (IHG) involved 45 volunteers participating in an enjoyable afternoon of Netball with the boys; a group of 17 NIE students planned and conducted a series of life skills programmes; a group of 15 volunteers organised a few outings for our residents as part of our befrienders' initiative; and 7 Ngee Ann Polytechnic students organised a 3-day Service Learning camp for our residents and eventually became part of our befrienders' initiative as well.
- Trybe sees the importance of building relationship between volunteers and the staff team. Hence, in 2013, a total of 3 volunteer hangout sessions were created to build rapport and bonding between volunteers and the staff team. This method of volunteer engagement is relevant to our needs of building the

community and volunteer pool. Currently we have a pool of 380 volunteers, out of which 73 are actively serving with us.

- A total of 6 volunteer mentors were active for 2 batches of Podz Mentoring cases in 2013 under the Podz Youth Mentoring Programme, an initiative by MSF. Each batch spans over at least 12 months. Another 10 new volunteer mentors were recruited to prepare for the batch beginning in 2014. Amongst the mentors for 2013, 2 of them were nominated by Trybe for the Most Caring Mentor award and the Most Inspiring Mentor award. 1 of them was given an award of commendation by MSF. Stories of outstanding or memorable mentor-mentee moments were also collected from other mentors, and 1 of them won a special recognition at the Podz Networking event organised by MSF.
- In 2013, out of the 17 interns who served at Trybe programmes and/or at the Singapore Boys' Hostel, 11 of them (65%) returned to volunteer with us.

#### **(D) Human Resource**

- Trybe's Programmes team did not recruit any new staff, the total staff strength was 11. The team continued the internship programme this year which attracted 15 young people to join and support the team's operations. The team attended a total of 319 hours of external training.
- The Hostel team had 19 staff, attended a total of 1174 hours of both in-house and external trainings.
- The CRC team had 9 staff, attended a total of 257.5 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 FY2013 was \$1,939,550 (FY2012: \$1,710,396) with \$422,570 (FY2012: \$421,270) arising from Programmes; \$1,100,855 (FY2012: 1,007,367) from Hostel operations, and \$338,150 (FY2012: \$245,215) from donations. Apart from programmes and donations, Trybe also received government grants for PODZ Youth Mentoring Programmes amounting to \$15,239 in FY2013 (FY2012: \$25,208).
- Overall costs was \$1,877,363 (FY2012: \$1,591,248) in FY2013. \$350,442 (FY2012: \$307,462) arising from programmes costs, \$209,717 (FY2012:

146,150) from hostel cost, \$1,107,409 (FY2012: \$941,751) from staff and interns costs and \$209,795 (FY2012: \$195,885) from depreciation and operating expenditure.

- The overall surplus for FY2013 was \$62,187 (FY2012: surplus of \$119,148); represented by \$8,317 (FY2012: \$-65,455) for programmes; \$132,258 (FY2012: \$184,606) for Hostel operations and \$-78,388 from setting up the Community Rehabilitation Centre.
- Cash holding at bank at end of FY2013 was \$627,286 (FY2012: \$699,639), represented by \$417,136 (FY2012: \$559,131) in DBS bank; \$186,495 (FY2012: \$139,015) in OCBC (Hostel) bank; and \$4,925 in OCBC (CRC) bank. Fixed deposits comprised of \$62,196 in Maybank (FY2012: \$61,764), and a fixed deposit of \$101,290 as Performance Guarantee in DBS Bank.