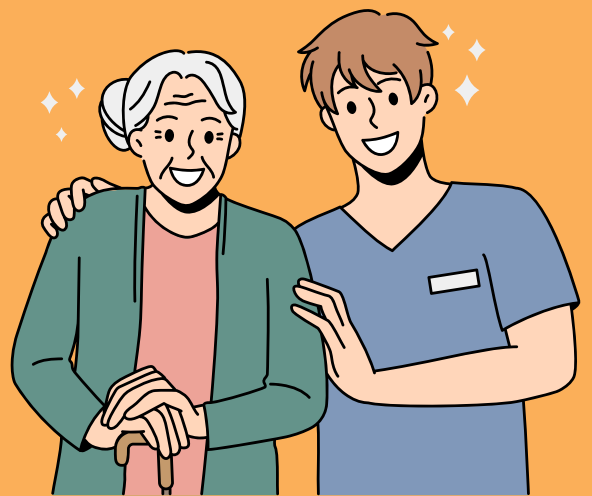


EMPOWER AGEING LIMITED



EMPOWER

Annual Report

Year Ended 30 June 2023

ABOUT US



Empower Ageing is a registered charity recognised as an Institute of Public Character. Started in 2016, it exists to make ageing well possible for every senior. It runs evidence-based exercise programmes for seniors to improve upper body strength, lower body strength, as well as cardiovascular health.

Empower Ageing has three main focus areas, namely **frailty**, **dementia** and **social isolation**. We aim to make ageing well possible through various physical intervention programmes, educational workshops, advocacy events and utilising evidence backed solutions through participation in research and development.

OBJECTIVES



The **Objectives** of the Charity are as follows:

To help and benefit the community in terms of the promotion of health and to provide relief to those in need by reason of age, ill-health, disability, financial hardship or other disadvantages by:



a) Creating accessibility to ensure that every older adult above 60 has the opportunity to age well;



b) Ensuring that what is needed to age well be made affordable to those who are vulnerable;



c) Promoting the ageing experience as exhibiting independence and quality of life;



d) Providing customised health solutions delivered to seniors in the form of community-based interventions and centre-based programming;



e) Building awareness among and imparting skills to seniors and equipping volunteers, caregivers and care professionals locally & overseas; and



f) Advocating for how ageing can be made empowering and positive to the public and industry stakeholders through community outreach.

VISION



Ageing well, healthy and happy – a reality for the masses.

Empower believes that ageing well is to be active, empowered and engaged in life with independence and a good quality of life. We enable that through mitigating and even reversing decline and addressing common complaints associated with ageing.

We want to enable every older adult to live a fulfilling life and function at the optimal level that they are capable of. We believe that through creating opportunities for older adults, the gift of ageing gracefully can be realised.



MISSION

To provide solutions that empower older adults to mitigate age associated declines, thus transforming the way they age.

Why do we exist?

- 1. To create accessibility to ensure that every older adult above 60 has the opportunity to age well.**
- 2. To ensure what's needed to age well be made affordable to those who are vulnerable.**
- 3. To promote the ageing experience exhibiting independence and quality of life.**

We want to go to older adults who are frail, plagued with chronic diseases, depressed, without hope or marginalised by society. They may be laden by healthcare bills that they cannot afford to pay, experiencing limited social interactions because of their difficulty in moving, thus causing their days to become less enjoyable as they gradually lose meaning and purpose in their lives. These fuel ageism and self-blame, creating a vicious cycle for the older adult.

OUR APPROACH



Our Main Activities are as follows;

1. Programmes

Direct service provision of customised solutions delivered to target beneficiaries in the form of community based interventions and centre based programming.

2. Education

Building awareness / imparting skills among seniors and equipping volunteers, caregivers and care professionals.

3. Advocacy

Leading in thought and concepts on how ageing can be made empowering and positive to the public and industry stakeholders through community outreach.

4. Research & Development

- a. Pioneer and pilot high impact solutions consisting of,
- b. Training or programme curriculum
- c. Therapeutic tools such as apps and toolkits
- d. Technology that enhances health outcomes
- e. Establish empirical evidence of programmes delivered.
- f. Knowledge and technology transfer from foreign countries that have the potential to be localised.

ADVOCACY

Through **Awareness Campaigns** & National Family Climb Event



TRANSFORMATION

Through **Activation Programs & Community Building**

*IG Dream Centre
SilverSurfer
SilverFit
SilverTherapeutic Journeys*

OVERVIEW OF CHARITY



Overview of Empower Ageing Ltd.

Empower Ageing Ltd. (UEN: 201619560Z) was established as a company limited by guarantee on 18/07/2016, with its registered address located at 81 Ubi Avenue 4, #11-09 UB One , Singapore 408830. It obtained registration as a charity under the Charities Act (Chapter 37) on 29 December 2016.

Governing Instrument:

Empower Ageing Ltd. operates under its Constitution, which outlines the organization's structure and governance. The Board, comprised of voluntary members, is elected annually during the Annual General Meeting. Board meetings are convened at least once every three months to oversee organizational matters.

Corporate Details:

Corporate Website: <https://empower.org.sg/>

Corporate Email: contact@empower.org.sg

Services:

Advocacy

Programmes

Auditor:

Auditing services for Empower Ageing are provided by CREDO ASSURANCE LLP, located at 545 Orchard Road #10-06 Far East Shopping Centre, Singapore 238882

Bankers:

Empower Ageing maintains its banking operations with DBS Bank, situated at 12 Marina Boulevard, Marina Bay Financial Centre Tower Three, Singapore 018982.



LEADERSHIP

Governing Board Members/ Management Committee

Name	Designation	Date of Appointment
Chng Pi Leong	Board Member	18/07/2016
Lim Song Khiang	Board Member	18/07/2016
Chew Tec Huan Stephen	Board Member	18/07/2016
Bee Sian Ling	Board Member	14/06/2023

Staffing

As of 30 June 2023, there were 3 full-time and 1 part-time staff members employed by the Charity.

Full-Time

Benjamin Chan	Executive Director
Wah Chin Yang, Alvin	Programme Manager/ Exercise Physiologist
Rachel Chan Li Yu	Programme Manager/ Exercise Physiologist

Part-Time

Eve Yeo	Accountant
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HIGHLIGHTS OF THE YEAR

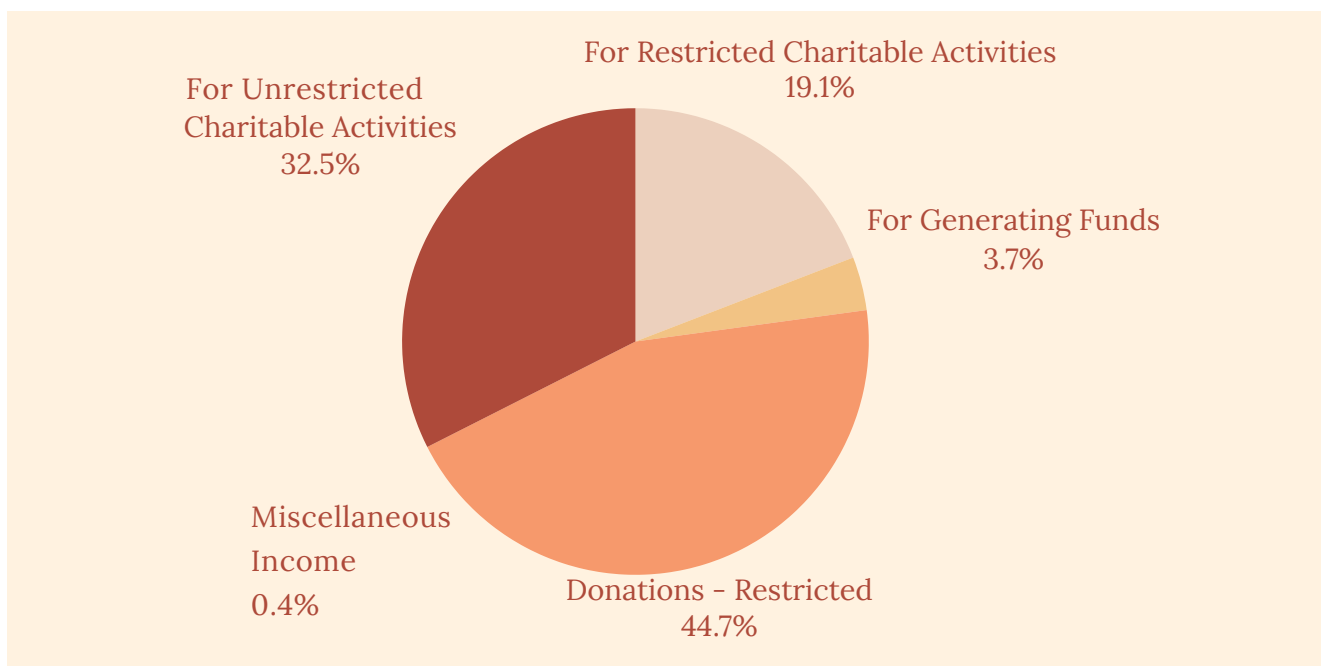
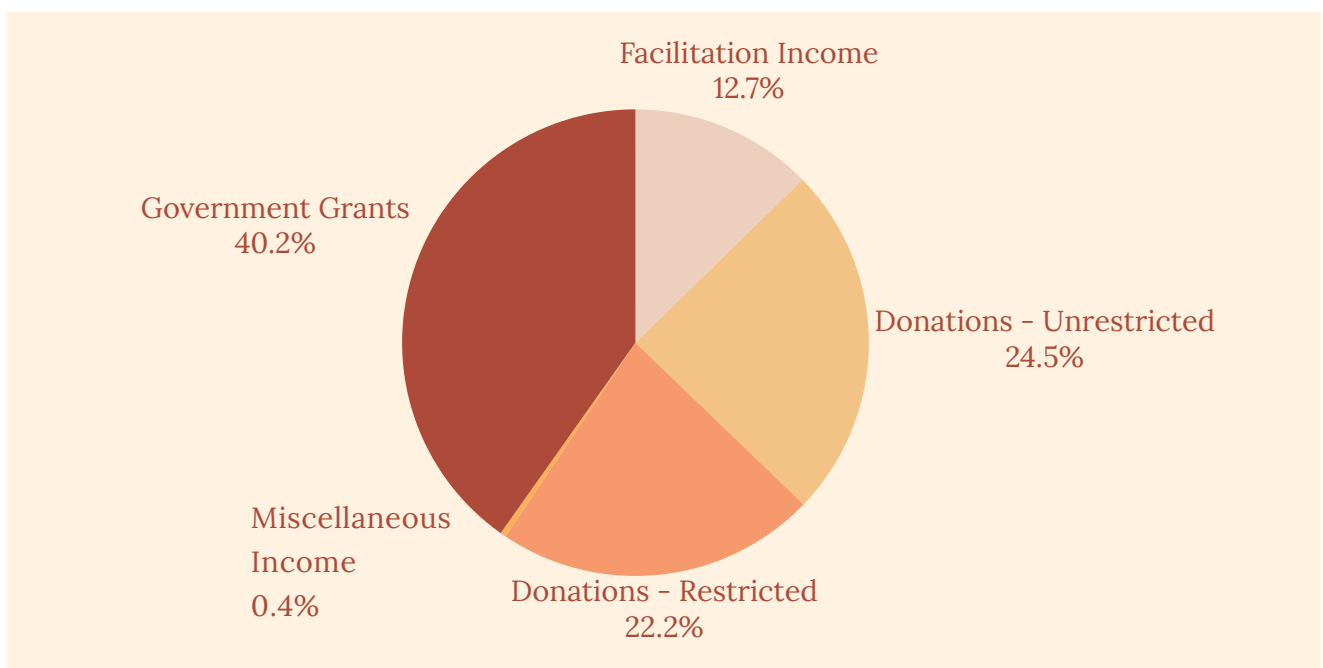
Summary of Financial Performance

Total Income: **\$467,186**

Total Expenditure: **\$542,478**

Major Financial Transactions

Major Works for Office Space to Transformation into a Studio at \$50,000



OUR WORK PROGRAMME & ACTIVITIES



01 SILVERFIT

Empower Ageing has developed the SilverFit series of exercise programmes since 2018 incorporating research backed principles, Functional Power Training (FPT), into the various forms of the programme. The SilverFit series includes SilverFit Strength, SilverFit Functional, SilverFit Befrienders and a Train the Trainer (TtT) programme that helps our partners and stakeholders build capability among their staff and volunteers. In 2023, Empower Ageing worked with various partners utilizing different modalities of SilverFit in different settings. The programme was also assessed on whether it was beneficial to seniors in a community care setting.

Cornerstone @ Cheng San Active Ageing Centre

Empower Ageing has been partnering Cornerstone Community Services as a health and wellness partner at this active ageing centre since 15th October 2018. With our expertise and strength in engaging seniors, we are now in our 5th year of partnership and have been implementing SilverFit Basic twice weekly and SilverFit Strength five times a week. We have conducted 249 classes with 6200 unique touchpoints with seniors living in the Community.

Jamiyah Nursing Home (Darul Syifaa)

Empower Ageing has also been innovating new SilverFit modalities in various settings. Working with Jamiyah Nursing Home (Darul Syifaa), Empower Ageing is supported by the Community Silver Trust fund to train staff and volunteers of the home to conduct SilverFit programmes targeted at day care seniors. The project started in 2020 with a timeline of 2 years, however due to the Covid disruption, the second phase of the project was delayed and only started in 2023. Building on phase 1 of the project, where staff and volunteers were trained to conduct SilverFit Strength, staff and volunteers were up-skilled to utilise innovative equipment to guide seniors in functional exercises as a step up programme from the SilverFit strength that was already ongoing. A total of 3 staff were trained and 7 seniors underwent the programme and had positive feedback on the sessions.

SingHealth

Empower Ageing also strives to regularly adapt and ensure the efficacy of the SilverFit series of programmes. In 2022, working with Proage Pte Ltd and SingHealth, Empower Ageing explored the possibilities of hybrid programming where seniors with chronic ailments would participate in an exercise programme where sessions are both held physically and digitally. A total of 6 runs of 12 sessions were conducted with 78 seniors in 2023 with the project ending in June. The preliminary results from the pre-post assessments are promising with good indications of participant satisfaction and adherence.

02 GO FOR YOUR MOUNTAIN 2022

Singapore, 15 October 2022 - A total of 1,000 seniors, their families, and volunteers, spanning 12 to 96 years old, walked the 2km route to the top of Mount Faber on Saturday morning, 15th October 2022. Called Go for Your Mountain (GYM), the national event for seniors sought to encourage our silver generation that they can continue overcoming the seemingly impossible even at their old age. It was attended by guest of honour Mr Desmond Lee, Minister for National Development & Minister-in-charge of Social Services Integration. Mr Lee, together with NParks, led the planting of 10 trees on Mount Faber to symbolise the strong legacies that our Pioneer and Merdaka Generations leave for the generations that come after them.

This was GYM's inaugural use of technology to facilitate interaction between seniors and the younger generations during the climb up Mount Faber. Simple activities along the route required younger participants to scan QR codes and partner with seniors to complete tasks such as identifying items from the past that seniors are familiar with.

GYM, the annual flagship event of Empower Ageing, had to take a 2-year break due to Covid-19 measures. During this period, Empower Ageing launched an online programme which reached more than 1,000 seniors nationwide and continues to engage seniors online daily. Called the SilverSurfers Initiative, the online programme was one of the ground-up community projects supported by the Infocomm Media Development Authority ("IMDA") through the Digital for Life Fund.

Joining GYM for the first time this year was June Lim, 63. In 2000, she had a bad fall which left her bedridden for 2 years. Due to her injuries, she lived a sedentary lifestyle for almost 20 years. Once dependent on her motorised vehicle, she has come a long way and is looking forward to scaling the summit. "I have never climbed Mount Faber before and I want to set myself a challenge. I know my body and I am aware of when I need to rest before continuing again. I just need people around to be patient with me and help me along the way," June said.



June with her 2 climb buddies who helped her through the climb



June with our team member, Tiffany



02 GO FOR YOUR MOUNTAIN 2022

Photos of the Event



03 SILVERSURFERS INITIATIVE

Since 2020, Empower Ageing has been at the forefront of a national online program aimed at empowering seniors across Singapore. Named the SilverSurfers Initiative (SSI), this program operates through a dedicated Telegram channel and has garnered support from the Infocomm Media Development Authority ("IMDA") through the Digital for Life Fund. It continues to engage nearly 1,000 seniors nationwide on a daily basis.

The SSI addresses the widening digital gap among seniors aged 60 and above. With the increasing reliance on digital platforms for communication and accessing essential services, many seniors encounter difficulties navigating the online landscape. SSI aims to bridge this gap by imparting digital skills, thereby enhancing seniors' connectivity, safety, and overall quality of life in the digital era.

The program follows a progressive learning approach comprising three sessions per module. Session 1 introduces the topic, Session 2 builds on the content from Session 1, and Session 3 revises the concepts covered in the preceding sessions. The program integrates hands-on learning, group interaction, and the use of hard copy worksheets with multiple-choice questions to reinforce learning.

The primary beneficiaries of the Silver Surfers Initiative are seniors aged 60 and above participating in Active Aging Hubs (AAHs). The program has supported a significant number of seniors, with participant numbers varying based on the sessions conducted. Specific figures can be provided based on the individual sessions or modules.

The SSI program has significantly contributed to the charity's mission of empowering aging individuals with essential digital skills. It has bolstered engagement with seniors, mitigated social isolation, and enhanced the overall well-being of the beneficiaries. Moreover, the program aligns with the charity's objectives of promoting health and independence among seniors.

Testimonials and quotes from beneficiaries, clients, and volunteers reflect the program's impact:

"SSI has been a game-changer for me. I now feel more confident using digital platforms, and it has opened up a whole new world for communication with my family." - Participant A

"The group setting made learning fun, and the hands-on approach helped me understand and remember things better. I appreciate the patience of the trainers." - Participant B

As a volunteer, seeing the seniors become more adept at using technology and witnessing their joy in connecting online has been incredibly rewarding." -Volunteer C



03 SILVERSURFERS INITIATIVE

Photos of the Event



THE YEAR AHEAD



In the upcoming year, Empower Ageing is poised for transformative impact, aiming to empower older adults to age with dignity and purpose. Our focus will be on pioneering innovative programs tailored to evolving needs, enhancing digital accessibility, fostering community engagement and advocacy, building strategic partnerships, and empowering our team and volunteers. With a steadfast commitment to amplifying our impact and championing positive aging, we envision a future where older adults thrive, supported by a vibrant and inclusive community dedicated to their well-being and empowerment.

CHARITY'S FUTURE PLANS

Empower's Vision for the Future: Aging Plans with Purpose

Empower is committed to shaping a future where aging is synonymous with vitality, independence, and joy. Our strategic plans for the future are designed to strengthen our impact, enhance our reach, and enrich the lives of seniors in meaningful ways.

01 FOCUS ON FUNDRAISING

Attain at least a 2-Year Reserve:

Aiming for financial sustainability, we strive to secure a robust financial base to ensure the continuity of our initiatives.

Establish a Fundraising Committee:

Forming a dedicated committee to spearhead fundraising efforts, bringing together passionate individuals committed to supporting our cause.

Donor Management Implementation:

Implementing efficient donor management systems to deepen our relationships with supporters and streamline our fundraising processes.

Revamp GYM (Go for Your Mountain):

Exploring innovative concepts to revitalize our flagship event, GYM, or introduce a new climb event that resonates with our mission.

02 STRENGTHENING DIGITAL CHANNELS

Enhance Digital Reach to Seniors:

Investing in and fortifying our digital channels to effectively engage with seniors, addressing the growing digital divide and ensuring accessibility to our programs.

Link Social Engagement/Micro-Learning to EA's Mission/Purpose:

Integrating social engagement and micro-learning initiatives into our digital outreach, aligning these activities with Empower Ageing's core mission and purpose.

03 INTENTIONAL INTER-GENERATIONAL INITIATIVES

Facilitate Meaningful Connections:

Establishing intentional programs that foster connections between different age groups, creating an environment where wisdom is shared, and meaningful relationships are formed.

04 ENHANCE ORGANIZATIONAL CAPACITY

Donor Engagement:

Strengthening efforts to engage donors more actively, keeping them informed and involved in our journey.

Volunteer Recruitment:

Expanding our volunteer base by actively recruiting individuals who share our passion for empowering older adults.

Team Enhancement:

Investing in the development and well-being of our team to ensure they are equipped to deliver impactful and innovative programs.

New Board Members/Structure:

Welcoming new board members with diverse skills and experiences, contributing to the strategic growth and governance of Empower.

As we embark on this transformative journey, Empower envisions a future where aging is not just a stage of life but a vibrant and fulfilling chapter. Together, with the support of our community, we strive to redefine aging and make the golden years truly golden for every older adult we serve.

CHARITY'S COMMITMENTS

Future Plans and Commitment

Empower Ageing is dedicated to realizing its future plans with unwavering commitment. Our primary focus and top priority are directed towards establishing Go for Your Mountain as a national movement and pioneering Empower Ageing as Singapore's inaugural Online Senior Activity Centre. Through these endeavors, we aim to reach a wider network, fostering engagement and support for our mission. By leveraging digital platforms and innovative approaches, we aspire to create inclusive spaces where seniors can connect, thrive, and actively participate in shaping their golden years.

IPC'S FUND-RAISING PLANS FOR THE FOLLOWING YEAR

To sustain our programs and capacity building initiatives, Empower Ageing will actively seek support from the public, corporations, and private grantors to advance our mission. Key fundraising events planned for the upcoming year include the Charity Concert, and online fundraising campaigns.

CHARITY'S COMMITMENTS

Our projected total fundraising expenditure, including staff manpower costs, is estimated to be close to \$503,000, in accordance with the required fundraising efficiency ratio. Donations made to Empower Ageing are eligible for 2.5 times tax deductions.

GOVERNANCE



Role of the Governing Board

The Empower Ageing Board is tasked with offering strategic guidance and oversight of the organization's programs and objectives, guiding it towards the realization of its vision and mission through effective governance. Among its responsibilities, the Board must approve the annual budget and oversee expenditure, review and approve quarterly financial statements, and consistently monitor the progress of the charity's programs.

Term Limit of Board

In line with fostering succession planning and ensuring ongoing vitality within the charity, the Board has established a term limit of ten years for its members. Specifically, the Treasurer or Financial Committee Chairman (or equivalent) is subject to a term limit of four years. Any board member serving beyond 10 consecutive years should provide disclosure regarding the rationale for their continued tenure.

Board Meetings and Attendance

A total of four Board meetings and one AGM were held during the financial year. The following sets out the individual Board member's attendance at the meetings:

In the past year, the board of directors met to discuss and deliberate, after which the respective decisions/resolutions were made and passed accordingly:

Date of Meeting	Directors in Attendance	Purpose of Meeting
27 July 2022	All 3 Directors	Regular Board Meeting
2 December 2022	All 3 Directors	Regular Board Meeting
23 February 2023	All 3 Directors	Regular Board Meeting
4 May 2023	All 3 Directors	Regular Board Meeting
29 December 2022	All 3 Directors	Annual General Meeting

Disclosure of Remuneration and Benefits received by Board Members

No Empower Ageing Limited Director received any form of remuneration for his or her work contributed to the organization in the past year, or any time in the past. There is no intention to engage any of our directors in any paid-for services.

Disclosure of Remuneration of three highest paid staff

Paid Staff Annual Remuneration Exceeding \$100,000

It is required that the 3 highest paid staff who received annual remuneration exceeding \$100,000 should be disclosed in the Annual Report, in bands of \$100,000.

None of the staff received remuneration exceeding \$100,000 for 2023.

Reserves Policy

Empower Ageing endeavors to establish a reserve equivalent to up to 12 months of operational expenses. This reserve is intended to provide a buffer period, enabling the organization to proactively address any potential disruptions to its income streams. It allows for the implementation of necessary measures, such as redirecting support for our initiatives, reallocating resources for beneficiaries, or adjusting staff deployment in the event of unforeseen circumstances. The adequacy of these reserves will be periodically assessed by the Board of Directors to ensure they remain sufficient to fulfill ongoing commitments.

Conflict of Interest Policy

Empower Ageing Limited has established a robust system of checks and balances to uphold corporate governance standards. A comprehensive conflict-of-interest policy applies to both the board of directors and staff members. Annually, directors and staff are required to complete a conflict-of-interest declaration form, disclosing any potential conflicts. Throughout the year, they must promptly inform Empower Ageing's Chairman of any changes to their interests. During board meetings, members are reminded to declare any conflicts, particularly concerning financial transactions of the charity. Individuals who disclose conflicts of interest abstain from voting and involvement in related discussions. Any vested interests in business transactions or contracts must be declared to the board chair. Following declaration, members may participate in quotation or tender exercises but are prohibited from overseeing the administration, evaluation, and award of offers. The board retains the authority to determine the level of involvement for such individuals in these exercises.

Whistle-blowing policy

Empower Ageing is steadfast in upholding exemplary ethical standards and fostering robust corporate governance practices, aligning closely with all legal, regulatory, and internal guidelines. Our Whistle-blowing policy, compliant with the Code of Governance, serves as a framework for individuals who harbor concerns regarding potential irregularities or misconduct within our organization. Empower Ageing unequivocally denounces any form of malpractice, impropriety, or breach of statutory obligations by our staff members during their duties. The Whistle-blowing policy endeavors to empower staff, partners, volunteers, suppliers, contractors, clients, and other stakeholders to voice concerns or report misconducts without fear of reprisal or adverse consequences. We assure full protection from any form of detriment or victimization to those who raise concerns in good faith.

Code of Conduct

At Empower Ageing, our commitment to excellence, integrity, and compassion forms the bedrock of our organizational values. Every member of the Board, staff, and volunteers upholds a code of conduct that reflects these core principles. It embodies our dedication to serving our community with transparency, respect, and professionalism in every interaction and initiative we undertake.

Personal Data Protection Act Policy (and Donor Confidentiality)

At Empower Ageing, we uphold the utmost respect and confidentiality for our sponsors, donors, partners, volunteers, and clients, ensuring their privacy and rights are protected. We are fully committed to complying with the Personal Data Protection Act established by the Singapore Government Parliament in October 2012. Personal information provided by sponsors, donors, partners, volunteers, and clients is handled with integrity and used solely to maintain or strengthen our relationship with them.

Individuals can request to have their names removed from mailing lists by contacting Empower Ageing. Additionally, we maintain strict confidentiality regarding donor information, ensuring that donors' names or details are not disclosed in any corporate materials or publications unless a partnership agreement exists between Empower Ageing and the donor.

CODE OF GOVERNANCE

Based on the last evaluation carried out in January 2024, the charity has complied fully with the applicable guidelines of the Code of Governance Evaluation Checklist for Institutions of a Public Character (IPC). Full checklist is available at www.charities.gov.sg