

## 2020-2022 BOARD INFORMATION

	Positions held in AWARE boards since 2010	Current occupation	Board positions outside of AWARE board	Date of appointment
MARGARET THOMAS* <i>President</i>	Ordinary Board Member (2010-2018)	Media consultant	Founding Member, TWC2; Board Member, Singapore Council of Women's Organisations	30 May 2020
PENNY SHONE <i>1st Vice President</i>	Honorary Secretary (2018-2020)	Company director, business consultant	Community Engagement Committee, Assisi Hospice	
JEAN LOW <i>2nd Vice President</i>	Honorary Treasurer (2016-2020)	Chief Executive Officer of 1880	-	
ELISA KANG <i>Secretary</i>	Co-opted to Board since 2019	Freelance counsellor and company director	-	
AARATHI ARUMUGAM <i>Treasurer</i>	-	Business owner	President of Malaysian Association in Singapore (MASIS)	
ZHENG HUIFEN <i>Assistant Treasurer</i>	-	Corporate lawyer at international bank	-	
JASMINE NG <i>Board Member</i>	Ordinary Board Member (2012-2018); 1st Vice President (2018-2020)	Director, executive producer (film/TV)	President of the Singapore Association of Motion Picture Professionals	
WYNTHIA GOH <i>Board Member</i>	Assistant Treasurer (2018-2020)	Head of NEXT Digital at NCS	-	
ASIYAH ARIF <i>Board Member</i>	-	Litigation lawyer	-	

\* **Board member who has served more than 10 consecutive years.** Margaret Thomas, an AWARE founding member, was on the 2009-2010 Executive Committee, and has been on the Board since 2010. She did not stand for election to the Board for the 2014-2016 and 2016-2018 terms, but the two Boards decided to co-opt her as they felt they would benefit from her many years of experience at AWARE and as a journalist. Margaret decided to stand for election as President for the 2018-2020 as AWARE was approaching its 35th year and she wanted to help shape the plans for the next phase of AWARE's growth. She stood again as President in 2020 in order to oversee the completion of the leadership succession and other organisation development plans.

# 2020 ATTENDANCE FOR BOARD MEETINGS

A total of 12 Board meetings were held in the year 2020.

Name	No. of meetings attended in 2020	Additional notes
Margaret Thomas	12/12	
Penny Shone	12/12	
Jean Low	12/12	
Elisa Kang	11/12	
Jasmine Ng	12/12	
Wynthia Goh	10/12	
Aarathi Arumugam	4/7	Elected 30 May 2020
Zheng Huifen	7/7	Elected 30 May 2020
Asiyah Arif	7/7	Elected 30 May 2020
Valerie Gan	3/5	Stepped down 30 May 2020
Kartini Omar	5/5	Stepped down 30 May 2020
Teh Hooi Ling	4/5	Stepped down 30 May 2020
Ong Soh Chin	4/5	Stepped down 30 May 2020

# 2020 MAJOR BOARD DECISIONS

- February 2020:
  - Approved provision of \$110,000 in the accounts for the reinstatement of the AWARE Centre in accordance with our tenancy agreement.
  - Approved new social media policy.
- April 2020:
  - Approved changes to bye-laws dealing with a) sacking of board members, b) requirement for a qualified Treasurer.
  - Agreed to hold the Virtual AGM on May 30 (with the option of postponing by two weeks if needed).
- May 2020:
  - Approved CARE team's expansion plans to hire one full-time helpline executive and one part-time admin person for 7 months, and open one additional phone line.
  - Approved ARC plan to be part of the Mind the Gap collective to disburse funds to 50 families who fell through the gaps of our social welfare system compounded by the impact of COVID-19. Board also approved an additional staff member for the project 'til end 2020.
  - Agreed that interns' payment be increased from \$220 to \$500 per month.
- September 2020:
  - Approved the hire of a senior executive for SACC.
- October 2020:
  - Approved proposal for limited WCC and SACC service hours for November and December 2020 to allow staff to restructure the services, and closure of AWARE Centre from 28 to 31 December.
  - Approved the new HR Authorisation Matrix.
- Nov 2020:
  - Approved ARC's plan for AWARE's contribution to the national Gender Equality Review.
- Dec 2020:
  - Approved AWARE's maternity leave policy for foreigners (12 weeks instead of the 8 weeks that is standard in Singapore).