

YEARS OF **aware**



annual report 2014

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ABOUT AWARE

The Association of Women for Action and Research (AWARE) is Singapore's leading gender equality advocacy group. Founded in 1985, we are dedicated to removing gender-based barriers. We work to identify and eliminate these barriers through research and advocacy, education and training, and support services.

VISION

A society where there is true gender equality – where women and men are valued as individuals free to make informed and responsible choices about their lives.

MISSION

To remove all gender-based barriers so as to allow individuals in Singapore to develop their potential to the fullest and realise their personal visions and hopes.

STRATEGIC PLAN

AWARE's strategic plan 2014-18 guides our work toward our goal of a society that respects the human rights of all. All our activities are directed toward the three strategic pillars of constituency building, capacity building (for both individuals and organisations, as well as Singapore's human rights movement) and Convention Watch. For 2014, our work has focused on the key thematic areas of anti-violence, economic inclusivity, sexual and reproductive justice, and women's and girls' rights in the family.



PRESIDENT'S MESSAGE



2015 is a very special year, marking 30 years since a group of determined women came together to form AWARE.

The work our founders began is of enduring importance. I am privileged to be the President this year, as we take stock of

our past and make plans for the future.

Our strategic plan will help to guide our actions over the next four years, as we build stronger relationships and collaborations with diverse partners; strengthen the capacity of individuals, groups and advocates to address gender-based barriers; and employ human rights conventions and international standards as powerful advocacy tools.

2014 was our best ever year for fundraising, putting us in a good position to expand our work. The AWARE Centre will be renovated in 2015, creating a better space for our clients and our hardworking team. This will include a drop-in space for the newly launched Sexual Assault Care Centre, giving women who experience sexual assault a safe space to consult a social worker or counsellor.

I am confident that with the support of our amazing donors, partners, volunteers and staff, 2015 will be another remarkable year for AWARE. I look forward to sharing our work and celebrating our 30th anniversary with all of you.

WINIFRED LOH
AWARE PRESIDENT

EXECUTIVE DIRECTOR'S MESSAGE



*Photo courtesy of
Jeannie Ho Photography*

In 2014, we made significant strides in our strategy to build a social movement to promote a society where there is true gender equality.

We mobilised significant constituencies of individuals and groups to co-create or support projects to

promote specific areas of women's rights:

- 374 individuals donated a total of \$33,634 online to support the Sexual Assault Care Centre (SACC);
- A record 442 volunteers contributed their time and energies to AWARE;
- Art groups - Etiquette SG, Bhaskar Arts Academy and Shoes Theatre, and community groups - Beyond Social Services, UN Women, Red Pencil and Star Shelter helped us reach thousands of youths to change attitudes that give rise to gender violence in our We Can! campaign;

- A record \$1.8 million was raised from 745 donors to support our various programmes; and
- We worked with several civil society activists to support a landmark civil society conference which brought together activists to discuss strategies for social change.

The increased support allows us to increase our outreach and impact. In particular:

- SACC saw a 22% increase in number of cases and increased engagement with the Police.
- Our Workplace Sexual Harassment reports and our engagement with the Ministry of Law significantly contributed to the passing of the Protection from Harassment Act.

Thank you to all our members, volunteers, friends and allies, who have been a part of the Movement in 2014. Power to all of you and to the Movement!

CORINNA LIM
AWARE EXECUTIVE DIRECTOR

THE BOARD

The Board of 2014-2016 was elected at AWARE's Annual General Meeting on 26 April 2014.



PRESIDENT
Winifred Loh



1ST VICE-PRESIDENT
Faeza Sirajudin



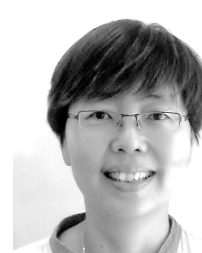
2ND VICE-PRESIDENT
Tan Joo Hymn



HONORARY TREASURER
Zeng Li Hui



VICE TREASURER
Stephanie Chu



HONORARY SECRETARY
Teh Hooi Ling



MEMBER
Teo You Yenn



MEMBER
Jasmine Ng Kin Kia



MEMBER
Deeksha Vasundhra



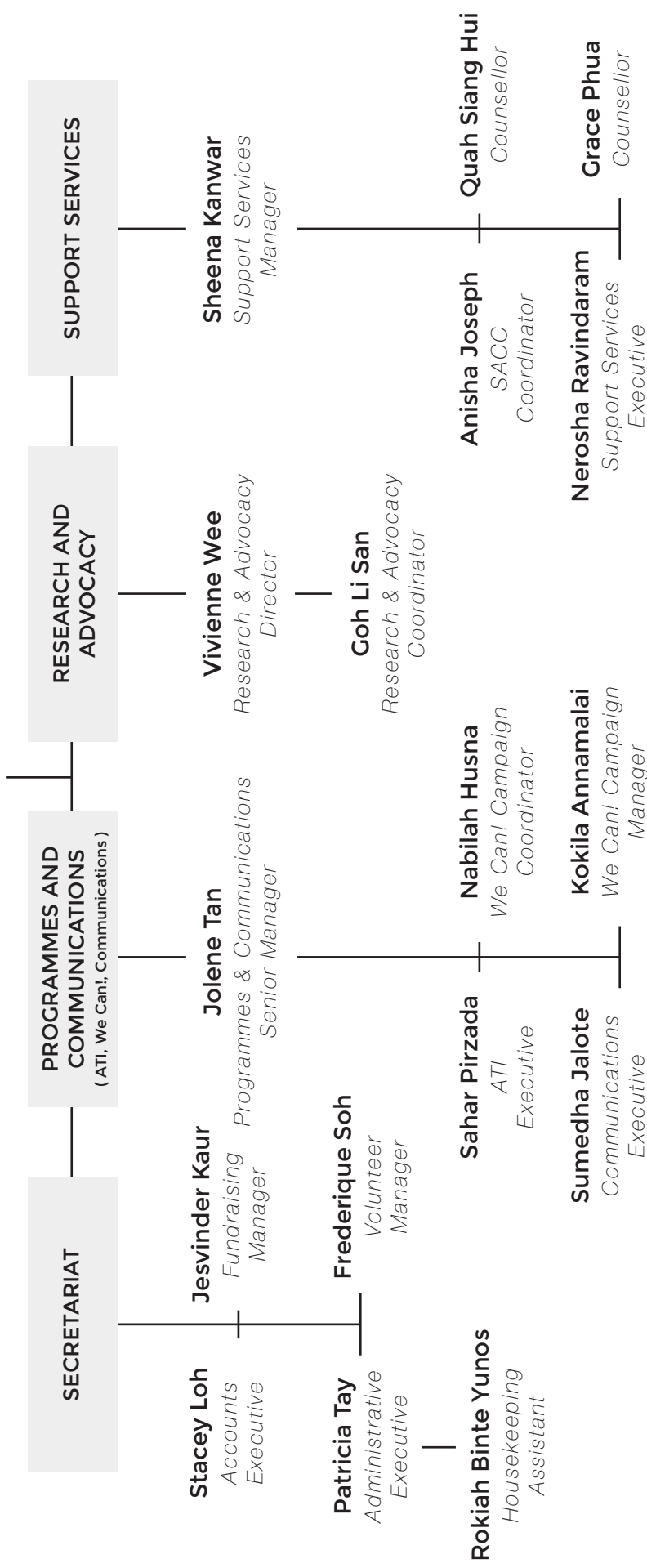
MEMBER
Margaret Thomas

BOARD COMMITTEE	MEMBERS
Human Resources	Lillian Wong (Chair), Margaret Thomas, Stephanie Yap
Audit	Cecilia Tong (Chair), Zeng Li Hui
Fundraising	Teh Hooi Ling (Chair), Tan Joo Hymn, Lindy Ong
Advocacy and Communications	Teo You Yenn (Chair), Wong Pei Chi, Sanushka Mudaliar, Sunita Venkataraman
Support Services	Deeksha Vasundhra (Chair), Stephanie Chu, Raqvind Kaur
Board Recruitment	Dana Lam (Chair), Margaret Thomas, Schutz Lee, Tanneke Zeeuw
Recruitment and Engagement	Faeza Sirajudin (Chair), Jasmine Ng, Evon Chua

THE STAFF

(AS OF 31 DEC 2014)

Corinna Lim
Executive Director



PAST STAFF

- Moana Jagasia, Research and Advocacy Coordinator
- Alicia Kat, Accounts Executive
- Alison Wong, Volunteer Manager

CONTRACT PERSONNEL

- Filzah Sumaratono, Project Administrator
- Zubeer Ali, Project Consultant

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ACHIEV

ANTI-VIOLENCE

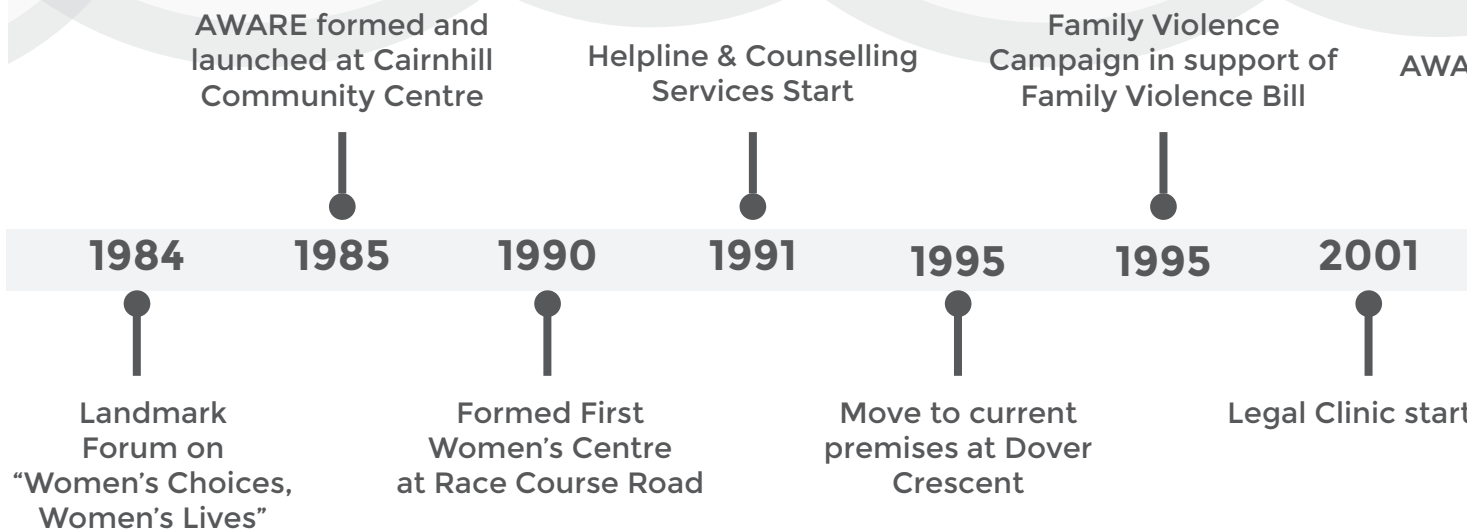
- Family violence reform
- Protection from Harassment Act passed
- Evidence Act amended, prohibiting use of sexual history to discredit sexual assault victim
- Song about rape banned in NS camps
- Child trafficking laws and extra territorial jurisdiction
- Partial removal of marital rape immunity

AWARE contributed significantly to these changes through reports, letters, talks, interviews, campaigns

ECONOMIC INCLUSIVITY

- Civil service benefits equalised for men and women
- Medical school quotas limiting number of women rescinded

HISTORY C



Three AWARE Presidents became M

Kanwaljit Soin (1992-1996) – First female NMP! | Clair

THOUSANDS OF WOMEN SUPPORTED

Years AWARE

EMENTS

in laws and policies by public advocacy - surveys,
, and through meetings with policy makers.

SEXUAL AND REPRODUCTIVE JUSTICE

- Secured better safeguards in Voluntary Sterilisation Act
- Graduate Mothers Scheme resisted

WOMEN AND GIRLS' RIGHTS IN THE FAMILY

- Constitution amended to allow women to pass on citizenship to children born abroad
- Gender-equal rights to sponsor spouse for Permanent Residency and citizenship
- One week of paternity leave mandated

OF AWARE

ARE submits its first
CEDAW report

AWARE
Saga

Launch of Sexual Assault
Befrienders Service

Launch of
Sexual Assault
Care Centre

2002

2004

2009

2010

2012

2013

2014

ted

Launch of White
Ribbon Campaign

First Executive Director
appointed

Launch of
We Can!
Campaign

Nominated Members-of-Parliament:

re Chiang (1997 – 2001) | Braema Mathi (2001-2004)

D, EMPOWERED AND REPRESENTED.

Advocacy for equality

AWARE works to influence policy and practice to realise our vision of a society that respects the human rights of all.

ANTI-VIOLENCE

PROTECTION FROM HARASSMENT ACT

AWARE's long-standing advocacy in this area bore fruit when the Protection From Harassment Act passed in March 2014. We worked closely with the Ministry of Law on the Act, offering comments on the draft legislation at various stages, including successfully urging the Ministry to shift from its initial intention of tweaking existing legislation to passing a new, stand-alone anti-harassment law. We continue to monitor implementation of the Act to ensure victims have ready access to remedies.

AWARE continues to call for employer responsibility for workplace harassment. Though this was not legislated, the Act has sparked greater interest in preventative measures. We will work with the authorities to develop guidelines for employers.

STOPTRAFFICKINGSG



AWARE joined HOME, TWC2, UN Women and Project X to form Stop-TraffickingSG, a coalition campaigning for rights for the victims of human trafficking. Despite laudable aims, the Prevention of Human Trafficking Act

passed in November is hampered by a narrow definition of trafficking and insufficient protection

for victims. The coalition drew attention to these issues, including through a well-attended press conference and a Parliamentary petition (1,823 signatures) for greater victims' rights. In 2015, the campaign will continue to monitor the implementation of the Act.

SEXUAL VIOLENCE AND A CULTURE OF CONSENT

Besides launching the Sexual Assault Care Centre, in 2014 we engaged the Serious Sexual Crimes Branch of the Singapore Police Force, ensuring that victims are better protected during police investigations. We have also highlighted the need for sensitive law enforcement practices, for instance by drawing attention to police use of polygraph testing on victims, which was discussed in the media and Parliament.

AWARE submitted a policy briefing to the Ministry of Law seeking reform of the scope of sexual offences in the Penal Code. In particular, we called for statutory clarification and rationalisation of 'consent', the abolition of marital immunity for rape, and the repeal of Section 377A.

We repeatedly highlighted the importance of building a culture of consent among young people, including through comprehensive sex education and in addressing exploitative orientation practices at universities. In 2015, we will release results of a survey of young people's experiences of and attitudes toward sexual violence.

ECONOMIC INCLUSIVITY

NATIONAL BUDGET 2014

AWARE presented its fourth set of Budget recommendations to the Government, focusing on the need to rethink fundamental assumptions in policy-making. We continued to advocate for the reduction of income inequality, public financing of healthcare and the recognition of caregiving as a public good. The recommendations also called for the Budget Process to be made more transparent and accessible.

AGEING WOMEN

Through consistent media engagement, AWARE ensured that the growing national debate on CPF

reform took into account the specific circumstances of older women. We collaborated with market research company Flamingo to study the access low-income, elderly women have to healthcare and other public services, through interviews with 20 older women. This study will be published in 2015.

ANTI-DISCRIMINATION

AWARE continued to be a strong public voice for women's equal inclusion in formal employment and organisational leadership, highlighting topics ranging from the glass ceiling to parental leave and pregnancy discrimination in the media.

SEXUAL & REPRODUCTIVE JUSTICE

PRE-ABORTION COUNSELLING

In late 2014, the Ministry of Health conducted a public consultation on its proposal to extend mandatory pre-abortion counselling for all patients. AWARE submitted written recommendations, emphasising that counselling must be accurate, non-judgmental and centred on supporting patients rather than discouraging abortions.

FAMILY PLANNING INFORMATION

AWARE is an important source of accurate, practical information on sexual and reproductive healthcare in Singapore, with our website coming up as the top Google hit for 'emergency contraception Singapore', 'contraception Singa-

pore' and 'abortion Singapore'. We revamped our family planning information pages to make them more comprehensive and accessible. We also published several press letters correcting misinformation on the medical risks of abortion.

WOMEN AND HIV

AWARE's 2013 report on women affected by HIV revealed the impact of sexual disempowerment within marriage on women's health. On 7 April 2014, World Health Day, the We Can! campaign released a powerful video dramatising the internal struggles of a woman at risk of HIV aiming to encourage HIV testing and raise awareness. Viewed online over 700 times, it was also screened on television.

WOMEN'S AND GIRLS' RIGHTS IN THE FAMILY

MIGRANT SPOUSES

2014 saw increased public discussion of the challenges faced by transnational couples in Singapore. AWARE highlighted the vulnerability and injustice faced by the migrant spouses of low-income Singapore citizens, drawing on research which we completed in 2014 and which will be published in 2015.

WOMEN'S CHARTER AND FAMILY JUSTICE

Family justice – especially divorce law and processes – came under scrutiny in 2014. AWARE submitted a response to a public consultation organised by the Ministry for Social and Family De-

velopment as part of their review of family justice. In public discussion, we continued to defend fairness as the fundamental basis for spousal maintenance, to highlight the importance of domestic violence as a consideration in all family justice reforms, and to resist the stigmatisation of divorce.

SINGLE PARENT FAMILIES

AWARE continued to advocate for equality in public benefits, including housing and parental leave, regardless of marital status. In 2015, the Research Department will start a new research project examining the difficulties single parents face in accessing public housing, and the impact these difficulties have on their children.

Support Services

The Support Services department provides important services, reflecting AWARE's key values, to women in need in Singapore. Last year, besides taking more than 3,000 calls through our helpline and providing over 1,000 counselling sessions, we launched two new services – support groups and the Sexual Assault Care Centre.

Helpline (1800 774 5935): Provides callers with emotional support, information and referral services.

Counselling: Professional counsellors help women with a range of issues, including marital problems, gender-based violence, discrimination, self esteem and depression.

Legal clinic: Qualified lawyers provide free one-time legal advice to women twice a month.

Befriending service: Befrienders provide on-site support to women at police stations, courts and hospitals.

Support groups: Qualified counsellors facilitate this new service where women facing similar challenges provide mutual support and assistance.

Sexual Assault Care Centre (SACC): Expands our previous services for victims of sexual assault. See SACC report for more information.

HELPING MORE WOMEN



3,089
HELPLINE CALLS



1,065
COUNSELLING
SESSIONS



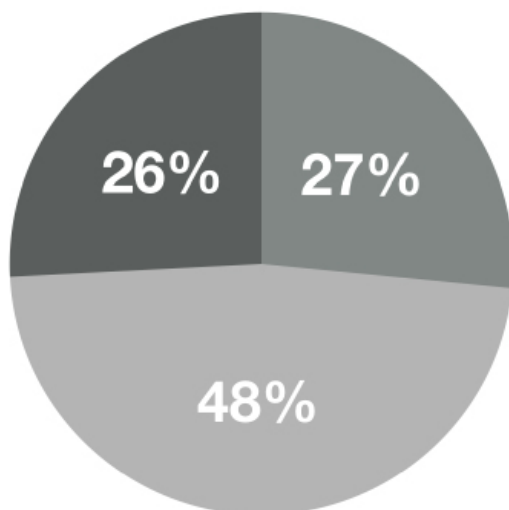
24
LEGAL CLINICS



31
BEFRIENDER
TRIPS

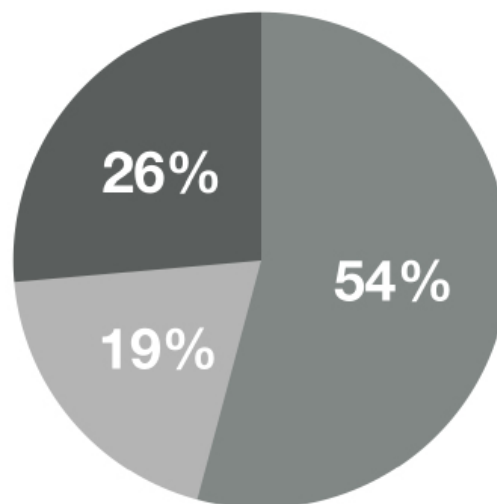
WHAT WE HELP WITH

HELPLINE



- Marital Issues
- Legal Issues
- Abuse and Violence

COUNSELLING



- Marital Issues
- Psychological Issues
- Abuse and Violence

SUPPORT GROUPS

2014 saw us hold our first support group, bringing together six women who were going through divorce or recently divorced, so that they could provide mutual support and learn from one another.

Through nine sessions facilitated by AWARE counsellors, participants shared their experiences and helped one another deal with the stresses of divorce, such as tedious legal procedures, fear of losing custody of their children, and grief over loss of a relationship.

BUILDING CAPACITY

Our English-language training for the 45th batch of Helpliners started in October with 15 volunteers. Other training sessions in 2014 for existing counsellors and helpliners included training on human rights and the feminist framework, which participants found to be directly relevant to their work; an introduction to Art Therapy; and refresher counselling skills training.

CONTRIBUTING TO ADVOCACY

Our work with women in need shows us what remains to be done in Singapore.

- We contributed to the design and execution of a survey on how young people seek and give help in situations of sexual violence. Results will be presented in 2015.
- We continued to work with the Clementi Working Group on Family Violence, helping to strengthen response to survivors of domestic violence.
- Our clients shared their experience with AWARE's research department for a study on problems faced by migrant wives.
- We joined a global working group set up by the Carr Centre of Harvard-Kennedy School to call for an international treaty addressing violence against women.

IMPROVING OUR SERVICES



% of clients who gave an above average rating



80.5%

HELPLINE CALLS



84.7%

COUNSELLING
SESSIONS



96.4%

LEGAL CLINICS



100%

BEFRIENDER
TRIPS

This year, we enhanced our Helpline IT system, automating our administrative processes and generating better data to support improved services and more informed advocacy.

TESTIMONIALS

“Counsellor was good and accommodative. Happy that I was able to get an appointment within a short time frame since I was in a crisis when I called in the first time.”

“Thank you for having this avenue. I wasn’t sure where to go at that time. I was alone. Although I came only for one session, this was really helpful and I felt so much better and supported. This is such a great avenue for women out there.”

“May God bless you all. You don’t know what you have done for me. Please carry on your work for women like me. I really appreciate the way befrienders helped me....”

PLANS FOR 2015

In 2015, we will run three more support groups: two for women going through divorce (with English and Mandarin language options) and one for sexual assault survivors.

We continue to upgrade our processes to better support our clients. Our planned training sessions will equip Helpliners to handle specific issues (e.g. problems faced by migrant spouses, new court processes related to divorce, the new Protection From Harassment Act regime), and increase our capacity to take Mandarin-language calls. Helpliners will be consistently supervised to ensure that they are supported.

AWARE will work to share the benefit our experiences in counselling with other agencies. We will research the counselling practices of other women’s rights centres to better understanding linkages with advocacy work and are looking to start a satellite counselling centre in collaboration with WINGS.

We hope to grow our legal clinic capacity by recruiting more lawyers.

Sexual Assault Care Centre

AWARE launched Singapore's first and only Sexual Assault Care Centre (SACC) in May 2014, replacing the Sexual Assault Befrienders Service (SABS) which had been supporting survivors of sexual assault since 2011. SACC provides holistic support for women who have experienced sexual assault through the services below:

Befriender support: Trained volunteers accompany clients to the police, hospital or court, providing information and emotional support.

Counselling: Experienced counsellors provide support and therapy to help survivors heal.

Dedicated helpline and email: The SACC helpline (6779 0282) operates for longer hours than the AWARE helpline – 10am till midnight. Clients can also email us at sacc@aware.org.sg.

Legal information: Information and advice on legal procedures, clients' options and possible outcomes from a qualified lawyer.

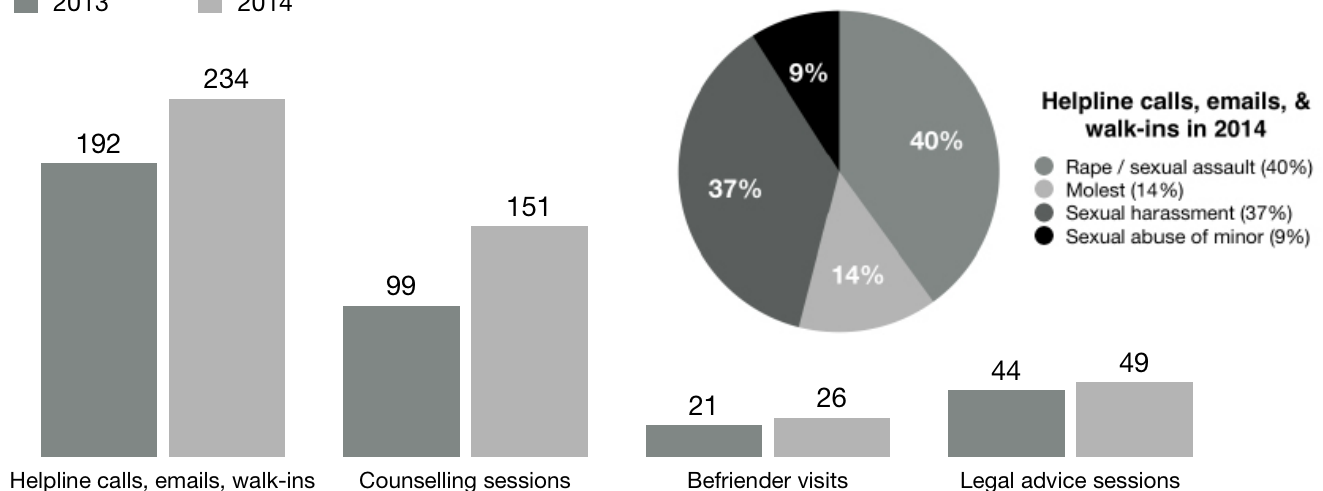
Drop-in centre: A safe space where clients can immediately consult an on-site social worker and receive counselling without an appointment.

Case management: A single case manager helps each client navigate our services seamlessly.

HELPING MORE WOMEN

Demand for SACC services saw a 22% increase as compared to SABS last year.

■ 2013 ■ 2014





sexual assault care centre

OUTREACH

Branding: We built a brand identity for SACC, developing a new logo, branding guidelines, colour themes and collateral materials like brochures.

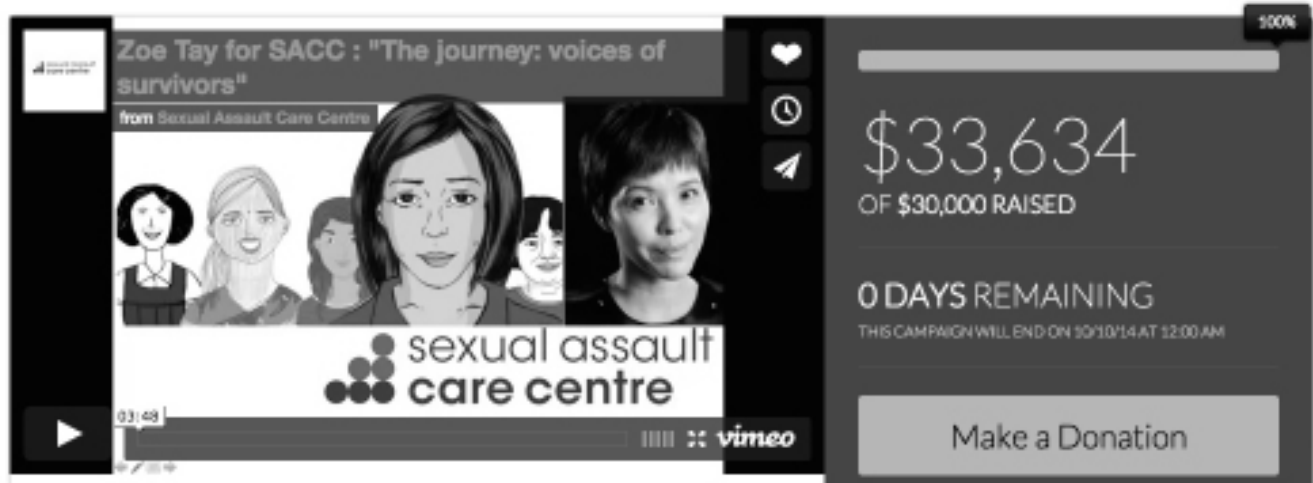
Online platforms: We launched the SACC website (www.sacc.sg), offering information on our services and other resources for survivors of sexual violence. We reached out to more people through AWARE's Facebook pages as well as that of the National Council of Social Services. Several organisations have also included information about SACC on their websites.

Trainings: SACC organised three training sessions on sexual assault for 70 staff members of a local hotel, and an orientation session on sexual assault and consent for 50 students at a Polytechnic.

Events: SACC booths at public events and schools reached out to more young people, informing them about our services.

Video: We released powerful online videos to raise awareness about sexual assault, featuring the voices of five sexual assault survivors and local celebrities Zoe Tay and Judee Tan speaking in support of SACC. These videos helped our first-ever crowdfunding campaign raise over \$33,000 for SACC.

Media: The launch of SACC was covered by several leading media channels including TODAY, the Straits Times, Radio 938 Live and Channel NewsAsia. An advertising campaign kindly supported by MediaCorp brought actor Zoe Tay's message of support for SACC to television screens in November and December.



screenshot of our successful crowdfunding campaign

PLANS FOR 2015

- Continued focus on outreach and creating a brand identity for SACC.
- Developing strong relationships with schools.
- Deploying a new IT system linked to the AWARE helpline system.

AWARE Training Institute

The AWARE Training Institute (ATI) develops and conducts unique programmes, courses and events to build the capacity of individuals, schools and corporations to overcome gender-based barriers such as sexual harassment, body image concerns and sexual violence.



NET INCOME
\$19,811.23



4138
PEOPLE REACHED

5 new workshops

ATI's regular clients include educational institutions and multinational corporations. We deliver regular talks about workplace sexual harassment at Tripartite Alliance for Fair Employment Practices (TAFEP).

CORPORATE WORKSHOPS

Women's rights from a Singapore perspective

An overview of past efforts to improve women's rights and remaining challenges.

Guide to recognising and understanding workplace discrimination

Equips participants with knowledge about workplace discrimination, and teaches them how to identify and respond to various forms of discrimination and create a more inclusive workplace.

Guide to workplace power harassment

Teaches employees how to deal with situations of corporate bullying and sexual harassment, promoting safe and healthy work environments.

Guide to workplace sexual harassment

Teaches employees what constitutes workplace sexual harassment and how to prevent and address this.

Promoting diversity and professionalism: Creating a corporate culture of recognition and respect

Equips participants with knowledge and skills on cultural diversity, business professionalism and hostile work environments.

SCHOOL WORKSHOPS

Unfollowing Beauty Standards (NEW!)

Helps participants learn about and consciously “unfollow” beauty standards, analysing the environment that influences definitions of beauty and offering practical steps to challenge them.

Comprehensive Sexuality Education (CSE)

Helps participants better understand issues related to sex and relationships and develop a healthy attitude toward sexuality. Includes discussions of media literacy, forms of intimacy and consent.

Consent in social settings (NEW!)

Explains consent and presents methods for actively seeking, giving and valuing consent in various social settings.

Navigating diversity on campus (NEW!)

Equips participants with an understanding of diversity and the tools to create a campus culture that promotes inclusivity.

Safe partying (NEW!)

Presents practical tools and experiences for managing alcohol consumption and safer partying.

Navigating relationships (NEW!)

Enables participants to evaluate the components of a healthy relationship, and understand how to negotiate equality and respect boundaries within relationships.

OTHER EVENTS



Photo credit: Kelly Fan



ALL FIRED UP! - INTERNATIONAL WOMEN'S DAY 2014

On 8 March 2014, over 200 people of various ages and backgrounds came together at All Fired Up!, AWARE's electrifying commemoration of International Women's Day at Hong Lim Park. With music, poetry, inspiring slogans, speeches and a candlelight vigil, we shared the struggles and celebrated the successes of the women's movement in Singapore. Civil society groups such as TWC2 and SlutWalk joined in with booths at the event. We are working to make All Fired Up! an annual celebration for women in Singapore.

OTHER EVENTS

YOUTH EMPOWERED FOR ACTIVISM!

Youth Empowerment for Activism! (YEA!) was a transformative weekend conference in July 2014. Youth participants were trained and empowered to create change through skills development and community building workshops. 11 young activists attended, gaining a valuable space to connect with each other, network with civil society and learn more about activism in Singapore. We have continued to work with participants on a range of projects in the months since.

ROUNDTABLE DISCUSSIONS

This monthly event provides a platform for discussing issues related to gender equality. Subject experts are invited to present their views on topics and participants are then invited to discuss the issues presented.

In 2014, AWARE held 10 Roundtables, attracting 250 participants. Topics included the Singapore Budget, healthcare reform, human trafficking in Singapore, the Protection from Harassment Bill, and work-life balance across class lines.

APA ITU ACTIVIST?: A FORUM ON CIVIL SOCIETY ACTION AND ADVOCACY

AWARE played a key role in supporting this landmark conference in September, which brought together fledgling and seasoned activists to discuss strategies for social change. Over a day of plenaries and closed-door sessions, over 130 attendees discussed a range of topics, from approaching policy-makers to building community. Speakers from Malaysia and Taiwan shared insights from civil society activity abroad.

Participant feedback was very positive and there are plans for the conference to continue annually. The conference was organised by a committee of individuals (and student body Yale-NUS International Relations and Politics Association) including three AWARE staff members.



PLANS FOR 2015

Carry out market research and formulate business plan to expand ATI's diversity and inclusion training programmes for organisations and the community.

We Can! Campaign

2014 continued to be an exciting and successful year for the We Can! campaign against gender-based violence. With a special focus on youth, the campaign worked closely with allies and partner organisations in its second year, reaching new communities and launching fresh initiatives. Volunteer Change Makers played a key role in 2014, taking ownership of the campaign by initiating their own projects and running many programmes and events.



WE CAN! ARTS FEST

We ended the year with a bang at Breakthrough, the second annual We Can! Arts Fest. Held on 6 December, it was planned and run by an organising committee of volunteer Change Makers.

Attendees were treated to a colourful line-up of poetry performances, creative writing workshops, and film. Students from institutions such as UWC Tampines, NUS and Ngee Ann Polytechnic led many programmes, putting up performances, hosting discussions and contributing art pieces.

HIGHLIGHTS OF 2014

SHATTER

We Can! Youth Year was launched with SHATTER, an event supported by *SCAPE. Over 200 people attended SHATTER, participating in activity booths such as body painting, t-shirt making and photo stalls, and hearing the stories of young Change Makers who have faced violence. Participants discussed changes they want to see in our culture and how to make schools, social gatherings and cyberspace safer.

Responses were very positive. Many young attendees signed up for Change Maker workshops and took the campaign pledge.

BODY/LANGUAGE

CREATIVE WRITING PROGRAMME

Developed by We Can! and Etiquette SG, Body/Language uses poetry and prose to give participants the space to reflect on how gender issues affect them and how they experience their bodies. We conducted six sessions in 2014, including two public workshops and four workshops with community-based organisations and projects. Participants performed their pieces at the Singapore Writers' Festival and at We Can! Arts Fest, receiving rave reviews from the audience.

HIGHLIGHTS OF 2014

WORKSHOPS & FORUM THEATRE

Our forum theatre piece, Just A Bad Day was staged 7 times in 2014, including at ITE College Central, Social Service Institute, Woodlands CC, Ngee Ann Polytechnic, and Yale-NUS.

We brought Change Maker workshops to more schools and venues such as Raffles Junior College, Madrasah Alsagoff and Singapore Polytechnic.

ENGAGING CHANGE MAKERS

In 2014, Change Makers led their own projects and took on bigger roles within the campaign. Change Makers contributed regularly as bloggers, event organisers, workshop facilitators, media spokespeople and more.

AWARE provided guidance, resources and a platform for Change Makers to come up with original ideas and execute their projects. For example, the theatre-in-education group Shoes Theatre produced an interactive play "Boys Will Be Boys", which was showcased at Breakthrough. Change Makers from Raffles Institution put together a thoughtful video encouraging their male peers to rethink masculinity stereotypes.

In 2014, we recognised 20 Change Maker ambassadors who have shown initiative and leadership, by leading projects and opening doors to their own communities.



PARTNERS AND SUPPORTERS

- UN Women
- Women on a Mission
- EtiquetteSG
- Xpointo Media
- UWC Southeast Asia
- The G Spot
- Beyond Social Services
- Singapore Management University
- Bhaskar Arts Academy
- *Scape
- National Arts Council

ENGAGING ALLIANCES

We embarked on exciting collaborations with different community organisations. Together with Beyond Social Services, we worked with youth in a low-income neighbourhood to create a skit on bullying in the neighbourhood and how to stand up for the victim. The in-depth involvement with this creative process gave participants a chance to engage with campaign issues in an especially meaningful way.

We worked with Bhaskar Arts Academy on a dance piece to raise awareness about domestic and dating violence. Dancers created the dance piece after a Change Maker workshop, followed by several sessions where we experimented with communicating damaging social attitudes through dance. The final performance, reaching over 250 over two nights, was a powerful call for bystanders to be more supportive.

07 FORUM THEATRE
PERFORMANCES

38 CHANGEMAKER
WORKSHOPS

HIGHLIGHTS OF 2014

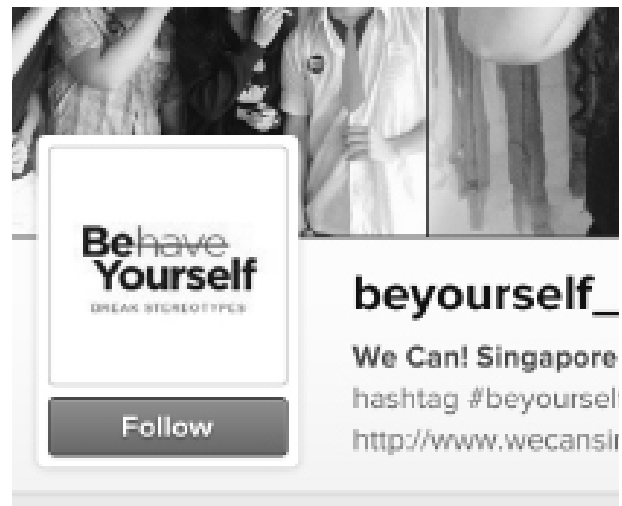


SOCIAL MEDIA CAMPAIGNS

We launched a new Instagram campaign - “Be Yourself. Break Stereotypes.” – encouraging the public to send in photo submissions in response to the question: “What did people tell you that you couldn’t do because of your gender, but you did anyway?”

The campaign attracted dozens of submissions highlighting the small ways in which individuals overcome gender pressures to be true to themselves.

We also launched a punchy new video featuring Change Makers of all ages speaking up on how they refuse to be limited by gender stereotypes. The one-minute video was shared widely on Facebook.



PLANS FOR 2015

- Continued outreach to youth through schools, institutions and communities
- Continued support of Change Maker projects and events
- Strengthening relationships with existing and new allies of the campaign
- Working with male Change Makers to tackle gender issues that affect boys and men

Gender Equality IS Our Culture

Gender Equality IS Our Culture (GEC) is a three-year project, currently in its second year, funded by the UN Women Fund for Gender Equality. Developed in collaboration with our Indonesian partner, Solidaritas Perempuan, GEC addresses monolithic constructions of culture that are dominant in Malaysia, Indonesia and Singapore, as women in these countries face similar cultural obstacles. Although all three countries have ratified CEDAW, full implementation has been hindered due to references to discriminatory cultural practices.

Through workshops, talks, conferences and online media, the project aims to promote alternative expressions and gender-equitable interpretations of culture to achieve full implementation of CEDAW.

ACTIVITIES IN 2014

Faith, Gender, and Reform: A Comparative Discussion

In May 2014, we co-organised a conference with Women and Law in Islam (WALI) and Left-write Centre. It was attended by more than 50 gender activists from Singapore, Malaysia and Indonesia. The conference discussed issues relating to gender relations affecting Muslim women in the region and strategies for closer collaboration among gender activists between the countries.

Participants shared that what they liked the best from the conference was “the spirit and activism of all the participants and speakers” and “the sharing of experiences from 3 countries and challenges in the promotion of gender justice.”

LECTURE TOUR

In November 2014, we organised a lecture tour with two distinguished scholars from Indonesia, Dr Nur Rofiah and Imam Nahe'i. Over 200 participants attended various activities during the week-long tour, such as a talk with Indonesian migrant workers, an interfaith talk, a seminar co-organised with the NUS Department of Malay Studies, and a public lecture. The highlight of the lecture tour was a four-session workshop covering key concepts of family relations in Islam.

Participants reported appreciating that “everyone contributes freely even on ‘sensitive’ issues” and “[they] learnt about new ideas which [they] never thought before.”

ACTIVITIES IN 2014

Over 800 participants attended our workshops and talks – exceeding our target of 500. Through our website (www.reclaimculture.org), we successfully met our target of reaching out to at least 2000 stakeholders.

Negotiation Skills Workshop

This workshop, in collaboration with We Can! Campaign, uses Value Negotiation as a systematic approach to negotiate and manage conflict. Value Negotiation was used to equip participants with the tools needed to better understand power dynamics, identify barriers to communication and strategically remove them to improve household relationships.

Train-the-Trainers: Value Negotiation

Following up on the first Negotiation Skills course, this focused on developing participants' negotiation and conflict management skills, providing specific tools and pedagogic skills required to train others on value negotiation.

Ramadan Talks on Gender in Islam

This three-part series of talks discussed the works of prominent Islamic scholars and their socio-cultural, legal and gendered views on gender in Islam.

Roundtable: A Gendered And Socio-Cultural Perspective On Extremisms In The Middle East

This roundtable talk discussed the tumultuous events in the Middle East and its effect on women.

Religion and Gender: Addressing Women's Issues in the Muslim Context

This talk discussed patriarchal cultural traditions that have often been assumed to have stemmed from Islam. It explored some key issues that women face in an attempt to reclaim their culture.

Muslim Girls' Guide to Puberty, Hygiene and Sex

Aimed at girls aged 6 to 21, the workshop covered menstrual hygiene, puberty and debunked common myths and misconceptions on menstruation in the Malay and Muslim community.

PLANS FOR 2015

We are co-organising a regional conference in Yogyakarta, Indonesia with Solidaritas Perempuan and the Institute for Women's Empowerment. This is a follow-up to our earlier conference and will focus on sharing and discussing strategies for achieving justice and equality in Muslim families in diverse contexts.

Fundraising

A RECORD-BREAKING YEAR!

2014 has been AWARE's best year yet in fundraising. Thanks to the support of all our donors, we raised a record-breaking \$1.8 million!

We ramped up our fundraising efforts this year to take full advantage of the Government's generous Care and Share scheme, which matched every dollar AWARE raised in 2014. These funds will be used to build the long-term capability of AWARE over the next three years, ensuring the sustainability of our work for gender equality and women in crisis.

AWARE continued to receive the generous support of charitable organisations such as Kwan Im Thong Hood Cho Temple, Lee Foundation, Chen Su Lan Trust, Margaret Mary Wearne Charitable Trust, Chew How Teck Foundation and Tan Chin Tuan Foundation.

The generous support of individual donors and corporate funders, KOP Group, Bengawan Solo, Bayview Hotel and Performance Motors Ltd made the Crystal Ball our most successful fundraising event to date.

We also launched our first crowdfunding campaign this year. With the support of 374 donors, we raised \$33,634 for the Sexual Assault Care Centre, exceeding our target of \$30,000. Our heartfelt thanks go out to artistes Zoe Tay and Judee Tan who spoke up in support of the Centre in two striking videos, and to the five sexual assault survivors who shared their experiences of sexual assault and the role that supportive services have played in their recovery.

AWARE is grateful to all our donors, members and supporters who have generously given their money, time and expertise to sustain AWARE's work.

DONATIONS RECEIVED BY AWARE IN 2014

Kwan Im Thong Hood Cho Temple	\$220,000
AWARE's Big Ball	\$335,714
Lee Foundation	\$200,000
Chen Su Lan Trust	\$200,000
Margaret Mary Wearne Charitable Trust	\$120,000
NCSS Care & Share	\$155,968
UN Women - Fund for Gender Equality	\$157,070
Tote Board Social Service Fund (administered by NCSS)	\$164,567
Tote Board (Big Red Ball)	\$43,900
Chew How Teck Foundation	\$25,000
NVPC New Initiative Grant	\$20,000
Health Promotion Board	\$41,626
National Library Board	\$25,000
Other Donations	\$146,499

TOTAL	\$1,855,344

special thanks to:

**KWAN IM THONG
HOOD CHO TEMPLE,
CHEN SU LAN TRUST
and
LEE FOUNDATION**



\$1.80 MIL

2013 : \$1.13 MILLION



745 DONORS

2013 : 294 DONORS



CRYSTAL BALL 2014

AWARE hosted its biggest gala event yet, at the Regent Singapore on 25 August. With 420 guests, we raised more than \$335,000 at the Crystal Ball.

Pam Oei and Benjamin Kheng, emcees for the night, led the evening with their lively banter, kicking off with a performance by The Sam Willows, one of Singapore's most popular bands. The Chestnuts, Singapore's premier parody group, had guests rolling in the aisles once again with their hilarious take on 2014's most sexist comments nominated for the infamous Alamak! Awards.

THE AWARE AWARDS 2014

The annual AWARE awards celebrate individuals and organisations that furthered gender equality in the past year. The recipients of the AWARE Awards 2014 were announced at the Crystal Ball.



Young Activist of the Year, Vanessa Ho, is an indefatigable advocate on critical issues that often get little attention, including the rights of sex workers in Singapore.



Young Activist of the Year, Theo Chen, made waves with a strong anti-bullying message at the age of only 12.



Corporate of the Year, WongPartnership, has a high representation of women in management and a diverse, supportive work culture.



Anti-Violence Champion of the Year, PAVE, is a pioneer in dealing with family violence in Singapore.

DONORS AND SPONSORS

(\$1,000 AND ABOVE)

APS Asset Management Pte Ltd	Empower Pte Ltd	Lum Wai Meng	Tan Hui Ling
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Douglas O'Loughlin	Lian Tsui Yee (Dr)	Thio Shen Yi	WongPartnership LLP
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	Louis Lim	Suzanne Liau	Zeng Lihui
	Louise J Tagliante	Tan Chin Tuan Foundation	

SPECIAL THANKS TO :

Alison Golensky	Estrellita Boskovic	Mad About Hue	Swarovski
Anastasia Sarma Ramalo	Fong See Ming	Mariana Ahmad	The Bivou, Lijiang
Angelina Chew	Foo Jiayu	Nicola Anthony	The Regent, Singapore
Arts Blue Studio	Fratini La Trattoria	Ong Soh Chin	The Wine Company
Betsy Zink	Gattopardo Ristorante di Mare	Rachel Yeoh	Unlisted Collection Pte Ltd
Brenda Cheng Bulgari	Jacqueline Cho, Inver-tigo Studios	Revolution Gym	Valerie Brandt
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Chua Sing Rue	Kanuhura Resort, Maldives	Scene Shang	Wu Jiezhen
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Dorine Lee	Loreal	Singapore International Festival of Arts	Yun Xian
Earthpacs Pte Ltd	Louise Tagliante	Slingshot Events Pte Ltd	
		Sonja Bretschneider	

Members & Volunteers



524
MEMBERS



442
VOLUNTEERS

As of 31 December 2014, AWARE had 524 members.

We also had 442 active volunteers in 2014, up from 239 in 2013. Many of these are also members.

The achievements of 2014 would not have been possible without the help of the following people:

SUPPORT SERVICES

Aditee Ghate
Alex Smillie
Alison Golensky
Amy Yan
Anna See
Arati Mali
Bridget Ng
Bronwyn Petersen
Cally Lo Hoi Y
Caris Lim
Christine Yon
Crystal Tan Sin Sing
Daphne Loh
Daphne Ong
Dinah Lau
Divya Rathi
Feier Gao
Ginarita Ng
Heidi Lim
Hiroko Fujita
Hoh Mew Lian
Jane Seow
Jannie Geng
Judee Tan
Juliyana Bte Mahdi
Kat Tan Lay Hwee
Koh Lay Phing
Li Leng
Lissette Carolina

Louise Swannell
Lynn Yau Woon Lee
Margarett Terrell
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Subha Balaji
Swati Sharma
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Taya Huang
Ting Yit Lai
Tricia Cannon
Tsen Li Yuan
Upali Dasgupta
Veronica Chong
Veronica Wong Kum
Leng
Yu Hong
Zoe Tan
Zoe Tay

BEFRIENDERS

Betsy Zink
Cecilia Ow
Jessica Koh
Louise Smith
Robyn Annat

LEGAL CLINIC

Ashok Chugani
Lalita Seenivasan
Ong Ying Ping
Poonam Mirchandani
Remya
Sharada Devi
Sumithira Nadarajah
Susan Tay
Winnifred Gomez
Wong Yu Chien
Yukai Toh

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Gillian Seetoh

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Sari AB Latif
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Soumya Poduval
Steffanie Relucio
Sue Mulhall
Syfra van der Weert
Victoria Haldane
Wu Ye
Zubee Ali

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Betsy Zink
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Chew Ijin
Chng Ren Hui
Diana Yeo
Douglas Lee-Oloughlin
Emily Charissa Lim
Emily Sullivan
Geoffrey Benjamin
Jennifer Dignam
Ken Kwek
Kimberley Pah
Maha Kurunathan
Mark Wong
Meng Fong
Natalie Kwok
Nicholas Liu
Ong Hui Loh
Ong Su Chzeng
Pam Oei
Pooja Makhijani
Rona Morgan
Sio Lim
Suganthi Naidu
Tan Pin Pin
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AWARE TRAINING INSTITUTE

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Yap Yun Xian

WE CAN!

Aarti Dubey
Abhishri Aggarwal
Abigail Ang
Abishek Balasubrama-
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Aarti Ad Maulod
Aditya Annam
Adzlyn Fizra
Aihuy Luu
Aisha Shaik
Akshita Vaidyanathan
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Jingwen	Nisha Farah	Theo Chen	Tan Joo Hymn
Joceline Yong	Nitya Chawla	Tracy Holden	Tanneke Zeeuw
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Joel Ng	Nurul Huda	Tzung Ern	Teo You Yenn
Joey Aziel Tan	Ong Wei Lin Benjamin	Valerie Chan	Winifred Loh
Jolene Gina	Pamela SK	Vanessa Ho	Wong Pei Chi
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Jonathan Lee	Prashanse Marran	Varsha Sivaram	Zeng Li Hui
	Priyanka Mishra	Victoria Chan	
	Racy Lim	Vincent Pak	

Financial Report

STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2014

	Notes	2014 S\$	2013 S\$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	3	1,021,585	626,431
Fixed deposits	4	1,653,058	1,350,000
Other receivables, deposits and prepayments	5	17,485	4,723
		2,692,128	1,981,154
NON-CURRENT ASSET			
Property, plant and equipment	6	2,300	9,625
TOTAL ASSETS		2,694,428	1,990,779
LIABILITY AND ACCUMULATED FUNDS			
CURRENT LIABILITY			
Accruals		46,730	51,481
TOTAL LIABILITY		46,730	51,481
FUNDS			
Accumulated funds	7	1,415,269	1,231,745
Project funds	8	1,226,658	698,091
Financial intelligence training fund	9	-	-
In memory of Jagraj Verma fund	10	5,771	9,462
		2,647,698	1,939,298
TOTAL LIABILITY AND FUNDS		2,694,428	1,990,779

**STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2014**

	Notes	2014					Total	2013
		Accumulated Funds S\$	Project Funds S\$	Financial Intelligence Training Fund S\$	In Memory of Jagraj Verma Fund S\$	S\$		
REVENUE								
Tax exempt donation		58,823	800,874	-	-	859,697	555,337	
Non-tax exempt donation		15,917	178,689	-	-	194,606	112,058	
Fund raising activities								
Crystal ball (tax exempt donation)		187,585	97,369	-	-	284,954	-	
Supersonic big ball event (tax exempt donation)		-	-	-	-	-	2,500	
Supersonic big ball event (non-tax exempt donation)		-	-	-	-	-	-	
- Tote Board		-	-	-	-	-	20,000	
Others (non-tax exempt donation)		696	-	-	-	696	-	
Big red ball (non-tax exempt donation)		43,900	-	-	-	43,900	-	
- Tote Board		-	-	-	-	-	2,600	
- Others		-	-	-	-	-	-	
Big red ball (tax exempt donation)		-	-	-	-	-	208,438	
Counseling/training contribution		700	52,679	-	-	53,379	58,861	

**STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2014**

	2014					Total S\$
	Notes	Accumulated Funds S\$	Project Funds S\$	Financial Intelligence Training Fund S\$	In Memory of Jagraj Verma Fund S\$	
REVENUE (CONTINUED)						
Grants						
Care and share		155,968	-	-	-	155,968
NCSS grant		-	-	-	-	-
- VCF		-	164,568	-	-	164,568
- Tote Board		-	86,626	-	-	88,726
Other grants		2,100	-	-	-	12,340
Subscriptions		12,340	-	-	-	17,631
Interest on fixed deposits		17,631	-	-	-	3,785
Activities income		100	3,685	-	-	27,442
Other income		14,977	12,465	-	-	
TOTAL REVENUE		510,737	1,396,955	-	-	1,907,692
						1,2
LESS: EXPENDITURE						
Activities expense		2,870	22,187	-	-	25,057
Audit fees		925	2,775	-	-	3,700
Bank charges		3,024	4,385	-	-	7,409
Big ball event expenses		-	-	-	-	-
Capacity building		-	-	-	-	-

**STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2014**

	Notes	2014					Total	2013
		Accumulated Funds S\$	Project Funds S\$	Financial Intelligence Training Fund S\$	In Memory of Jagraj Verma Fund S\$	S\$		
LESS: EXPENDITURE (CONTINUED)								
Counseling		-	17,460	-	-	17,460	13,785	
Crystal ball expenses		66,864	-	-	-	66,864	-	
Depreciation of property, plant and equipment	6	7,325	-	-	-	7,325	6,507	
Staff salaries, bonus and CPF	11	93,738	785,543	-	-	879,281	585,953	
Entertainment		399	328	-	-	727	3,083	
General consultancy		100	40,520	-	-	40,620	13,290	
General expenses		234	1,035	-	-	1,269	9,662	
General meeting		20	60	-	-	80	236	
Gifts		35	418	-	-	453	920	
Honorarium		750	6,000	-	-	6,750	6,520	
Insurance		1,582	1,903	-	-	3,485	2,572	
Intern allowance		-	5,745	-	-	5,745	3,860	
Library books		-	120	-	-	120	284	
License fee		55	-	-	-	55	975	
Marketing and publicity		26	1,136	-	-	1,162	-	
Medical fees	11	242	1,265	-	-	1,507	1,689	
Membership and subscription		150	-	-	-	150	1,262	
Merchandise		4,473	3,116	-	-	7,589	-	
Newspaper and magazine		137	410	-	-	547	880	

**STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2014**

	2014					2013
	Notes	Accumulated Funds S\$	Project Funds S\$	Financial Intelligence Training Fund S\$	In Memory of Jagraj Verma Fund S\$	
LESS: EXPENDITURE (CONTINUED)						
Photocopying usage		655	1,767	-	-	1,967
Postage, printing and stationery		2,043	17,176	-	-	18,269
Property, plant and equipment expensed off		-	-	-	-	1,043
Refreshment		3,821	7,022	-	-	6,014
Rental of equipment		1,155	7,032	-	-	3,621
Rental of premises and facilities		2,721	9,661	-	-	12,365
Repairs and maintenance		1,253	1,865	-	-	4,133
Research fees		-	-	-	-	20
Staff insurance		1,132	5,144	-	-	378
Staff training		532	2,571	-	-	654
Staff welfare	11	116	144	-	-	543
Telecommunication expenses		1,415	4,309	-	-	5,205
Training and development fees		230	10,755	-	-	20,893
Transportation and travel		1,326	4,801	-	-	7,040
Utilities		2,133	6,398	-	-	8,204
Volunteer consultancy		-	1,415	-	-	2,465
Volunteer training		-	675	-	-	70
Website maintenance		1,013	2,676	-	-	13,387
TOTAL EXPENDITURE		207,708	991,584	-	-	840,755

**STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2014**

Notes	2014					2013 S\$
	Accumulated Funds S\$	Project Funds S\$	Financial Intelligence Training Fund S\$	In Memory of Jagraj Verma Fund S\$	Total S\$	
SURPLUS FOR THE YEAR	303,029	405,371	708,400		708,400	404,034
OTHER COMPREHENSIVE INCOME	-	-	-	-	-	-
TOTAL COMPREHENSIVE INCOME	303,029	405,371	708,400	708,400	708,400	404,034

**STATEMENT OF CHANGES IN FUNDS
FOR THE YEAR ENDED 31 DECEMBER 2014**

	Accumulated Funds S\$	Project Funds S\$	Financial Intelligence Training Fund S\$	In Memory of Jagraj Verma Fund S\$	Total S\$
Balance at 1 January 2013	1,004,750	494,945	5,569	30,000	1,535,264
Surplus/(deficit) for the year	260,765	169,376	(5,569)	(20,538)	404,034
Other comprehensive income	-	-	-	-	-
Transfers during the year	(33,770)	33,770	-	-	-
Balance at 31 December 2013 and 1 January 2014	1,231,745	698,091	-	9,462	1,939,298
Surplus for the year	303,029	405,371	-	-	708,400
Total comprehensive income	-	-	-	-	-
Transfers during the year	(119,505)	123,196	-	(3,691)	-
Balance at 31 December 2014	1,415,269	1,226,658	-	5,771	2,647,698

8. PROJECT FUNDS

2014	Balance at beginning of year S\$	Revenue S\$	Expenditure S\$	Transfers S\$	Balance at end of year S\$
AWARE Training Institute	-	28,425	(97,674)	69,249	-
Befrienders	-	-	-	-	-
CEDAW	-	-	(56)	56	-
Civil Society (CVS)	-	2,782	(3,693)	911	-
Claire Chang Fund	10,000	-	-	-	10,000
CSE	10,660	3,080	(6,280)	-	7,460
CSL Anti-Violence Fund	-	-	-	-	-
Lee Foundation (Research)	50,701	2,345	(163,881)	110,835	-
Lee Foundation (VMS)	13,125	-	(40,024)	26,899	-
Lee Foundation 2014	-	200,000	-	(60,911)	139,089
National Library Board	-	25,000	(15,800)	-	9,200
NVPC	25,000	20,000	(29,191)	-	15,809
SABS Fund	130,880	379,001	(94,331)	(10,380)	405,170
SELF	13,570	-	-	-	13,570
Single Research Fund	-	-	-	-	-
Support Group	-	40,100	(19,933)	-	20,167
Support Services (HL)	315,558	367,159	(239,007)	(17,104)	426,606
Gender Equality is our Culture Project	75,094	157,783	(125,276)	(8,445)	99,156
We Can	53,503	171,280	(156,438)	12,086	80,431
Total Fund	698,091	1,396,955	(991,584)	123,196	1,226,658

Statutory Information

Affiliation

1.	National Council of Social Service (NCSS)	Full Member
2.	Singapore Council of Women's Organisations (SCWO)	Ordinary Member

Registration

Registered address	Block 5 Dover Crescent #01-22 Singapore 130005
Financial Year	31 December

	Registration Number	Date of Registration
Registry of Societies (ROS)	188/85CAS	25 November 1985
Commissioner of Charities	1871	23 March 2005
Institute of Public Character (IPC)	000025	1 Sept 2013 to 31 Mar 2016
Unique Entity Number	S85SS0089B	1 January 2009

Board	<p>The following person were elected into the Board at the Annual General Meeting held on 26 May 2014:</p> <ol style="list-style-type: none"> 1. Winifred Loh (President) 2. Faeza Sirajudin (1st Vice President) 3. Tan Joo Hymn (2nd Vice President) 4. Teh Hooi Ling (Honorary Secretary) 5. Zeng Li Hui (Honorary Treasurer) 6. Stephanie Chu (Vice Treasurer) 7. Margaret Thomas (Committee Member) 8. Teo You Yenn (Committee Member) 9. Deeksha Vasundhra (Committee Member) 10. Jasmine Ng Kin Kia (Committee Member)
Auditors	Suhaimi Salleh & Associates

Review

Staffing

Staff are recruited locally. As at 31 December 2014, the breakdown of the staff strength is as follows:

Managers	4
Other Professional Staff (Executive Level)	13
Cleaner	1
	18

Remuneration of Board Members

No board member has received any remuneration in 2014.

Remuneration of Top 3 Executives

In terms of Salary Band, the breakdown is as set out below:

Salary Band FY 2014 (incl. bonus, excl. employer's CPF contribution)	Headcount
Below \$100,000	3
Below \$50,000	0
TOTAL	3

Reserves Policy

Our reserves position:

	Current Year (\$)	Previous Year (\$)	per cent Increase / (Decrease)
Unrestricted Funds (Reserves)	1,415,269	1,231,745	14.89%
Restricted / Designated Funds:	1,232,429	707,553	74.18%
- Building Fund		-	
- Education Fund		-	
- Others			
Endowment Funds		-	
Total Funds ¹	2,647,698	1,939,298	36.52%
Ratio of Reserves² to Annual Operating Expenditure³	2.21 (26 months)	2.30 (27 months)	(3.9%)

The Reserves Policy adopted by AWARE is as follows:

To maintain its reserves at a level which is at least equivalent to 12 months worth of annual operating expenditure in view of the 12 month lead time for grants to be approved and disbursed.

The reserves will be used in the following manner:

1. Maintain reserves in fixed deposits with an established bank or finance company for the next 12 months.
2. The Board regularly (**half year**) reviews the amount of reserves that are required to ensure that they are adequate.
3. The reserves shall not be utilized except with the approval of the President and Treasurer / Assistant Treasurer, and only when the cashflow falls below 3 months of the monthly operating expenses.

¹ Total funds include unrestricted, restricted, designated and endowment funds.

² Total funds

³ Charitable Activities and Other Operating and Administration Expenses for 2014 was \$1,199,292, for 2013 was \$840,755.

COMPLIANCE WITH CHARITIES CODE

No.	Code Description	Code ID	Compliance
A	BOARD GOVERNANCE		
1	Are there Board members holding staff appointments? (Skip items 1 and 2 if “No”)		No
3	If the governing instrument permits staff to become Board members, they should comprise not more than one-third of the Board.	1.1.2	NA
4	Staff does not chair the Board.	1.1.2	NA
5	There is a maximum limit of four consecutive years for the Treasurer.	1.1.6	Complied
6	The Board has an audit committee (or designated Board members) with documented terms of reference.	1.2.1	Complied
7	The Board meets regularly with a quorum of at least one-third or at least three members, whichever is greater (as required by the governing instrument).	1.3.1	Complied
	CONFLICT OF INTEREST		
8	There are documented procedures for Board members and staff to declare actual or potential conflicts of interest to the Board.	2.1	Complied
9	Board members do not vote or participate in decision-making on matters where they have a conflict of interest.	2.4	Complied
	STRATEGIC PLANNING		
10	The Board reviews and approves the vision and mission of the charity. They are documented and communicated to its members and the public.	3.1.1	Complied
11	The Board approves and reviews a strategic plan for the charity to ensure that the activities are in line with its objectives.	3.2.2	Complied
	HUMAN RESOURCE MANAGEMENT		
12	The Board approves documented human resource policies for staff.	5.1	Complied
13	There are systems for regular supervision, appraisal and professional development of staff.	5.6	Complied
	FINANCIAL MANAGEMENT AND CONTROLS		
14	The Board ensures internal control systems for financial matters are in place with documented procedures.	6.1.2	Complied
15	The Board ensures reviews on the charity’s controls, processes, key programmes and events.	6.1.3	Complied
16	The Board approves an annual budget for the charity’s plans and regularly monitors its expenditure.	6.2.1	Complied
17	The charity discloses its reserves policy in the annual report.	6.4.1	Complied
18	Does the charity invest its reserves? (Skip item 16 if “No”)		No
19	The charity invests its reserves in accordance with an investment policy approved by the Board. It obtains advice from qualified professional advisors, if deemed necessary by the Board.	6.4.3	NA
	FUNDRAISING PRACTICES		
20	Donations collected are properly recorded and promptly deposited by the charity.	7.2.2	Complied
	DISCLOSURE AND TRANSPARENCY		
21	The charity makes available to its stakeholders an annual report that includes information on its programmes, activities, audited financial statements, Board members and executive management.	8.1	Complied
22	Are Board members remunerated for their Board services? (Skip items 19 and 20 if “No”)		No

aware



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Addendum to the AWARE's Annual Report 2014

This addendum clarifies the statistics on page 13 of the Annual Report, describing the issues that the Support Services department handles.

Expanded numbers are in the tables below.

Issues dealt with on the Helpline

Issues	Percentage of total calls
Legal issues	32.1
Marital issues	17.9
Abuse and violence	17.4
Other	32.6
Total	100.0

Issues dealt with in counselling:

Issues	Percentage of new clients
Marital issues	37.3
Psychological issues	13.4
Abuse and violence	18.2
Other	31.1
Total	100.0