



Annual Report

JAN 2024
TO MAR 2025

Empowering Dads | Supporting Mums
Strengthening Families





Company Information

The Centre for Fathering was first incorporated in 1999 as a Private Limited, launched on Father's Day in 2000, converted to a company limited by guarantee on 17 March 2001, and obtained IPC status on 19 September 2001 under the Charities Act.

Charity Registration No.
01522

Registered Address
1 Coleman Street #05-05 The Adelphi Singapore 179803

Banker
The Development Bank of Singapore Ltd, Thomson Road

Auditor
TAN & TEH Certified Public Accountants and
Chartered Accountants
Singapore

Company Secretary
Jansz Preston Charles

The Centre for Fathering has a constitution as its governing instrument and is a non-profit organisation registered in Singapore.

Registration No: 200101825N

IPC No: IPC000149





OUR VISION

Turning the hearts of fathers and children towards each other

OUR MISSION

Inspiring fathers to strengthen their families



Centre for Fathering (CFF) is a non-profit organisation founded in 2000 to promote active and involved fathering in Singapore. The organisation turns the hearts of fathers and children towards each other by inspiring and activating fathers to strengthen families, while activating men and women to become effective fathers and mothers for their children.

CFF is privileged to receive the Charity Transparency Award in 2022, 2023 and 2024 – an award that recognises charities that adopt good transparency and governance standards.



In 2009, Singapore's nationwide fathering movement DADs for Life was founded to inspire and mobilise fathers to become more involved and a good influence to their children through ACT:

- Be Aware of the importance of a father's role
- Commit to being good fathers and role models to their children
- Spend Time, acquire Tools, and bring Transformation to lives

CFF has been the driving force for the DADs for Life movement since 2015.



On Mother's Day 2019, DADs for Life partnered with a group of mother volunteers to launch a national ground-up movement – MUMs for Life to complement the work of DADs for Life.

MUMs for Life celebrates a mum's identity as daughter, woman, wife, and mother, and aims to help mums become confident in their unique identity and multiple roles. This enables them to better nurture their children and encourage dads to strengthen families in an increasingly complex world.

Chairman's Message



KEITH MAGNUS
CHAIRMAN, CENTRE FOR FATHERING

The most valuable gift from a father is his love for his children and being present in their lives.

This simple yet profound belief has been at the heart of Centre for Fathering (CFF) for the past 24 years. It's driven us to equip more than 70,000 fathers and 8,000 mothers to date, through programmes and workshops conducted in schools, prisons, communities, and companies. And our outreach efforts to create awareness of the importance of fathering reached more than 3.9 million people in 2024.

This is why we're honoured to have Minister for Culture, Community and Youth, and Second Minister for Law Mr Edwin Tong join us as Patron of Centre for Fathering in 2024 - lending his voice and heart to bring fathers and children closer together.

This year marks the 15th anniversary of DADs for Life and the fifth anniversary of MUMs for Life — a ground-up movement founded on Mother's Day 2019 to complement DADs for Life. Mothers and fathers play distinct yet equally important roles in shaping the next generation, and our work celebrates this synergy. Through initiatives such as Dad's Day Out, Back To School With Dad, Eat With Your Family Day, Great Companies for Dads Awards, and Mum's Day Out, we continue to champion stronger family bonds.

Beyond events, we equip parents with essential skills through a range of workshops designed for different stages of their parenting journey. Fathers benefit from our ICAN Fathering Workshop, while Adventure With Dad creates meaningful father-child experiences. Mothers have found support through the Redefined Series, and parents navigating transitions — whether from K2 to P1, or raising teenagers — can get guidance through our workshops.

Our outreach also extends deeply into various communities. Bapa Sepanjang Hayat, Ibu Sepanjang Hayat, and Appa Valnaal Uravu ensure that fathering and parenting support reaches diverse groups of people. Meanwhile, our work in prisons has impacted over 1,800 fathers since 2016. Through workshops, these fathers get to strengthen bonds with their children and lay the foundation for a new chapter in their lives.

We are also honoured to have received the Charity Transparency Award in 2022, 2023 and 2024 — an affirmation of our commitment to good governance and stewardship. None of this would be possible without the unwavering support of passionate volunteers, generous sponsors, and dedicated community partners. Your contributions empower us to strengthen families and nurture deeper parent-child bonds.

As we work towards raising \$2.5 million each year, we hope you can join us on this meaningful journey — to turn hearts, strengthen families, and give more fathers and mothers what they need to create lasting impact in their children's lives.



Ceo's Message

XANDER ONG

CEO, CENTRE FOR FATHERING

It's my second year as CEO of Centre for Fathering (CFF), and I continue to be inspired by the growing movement of fathers who are deeply committed to their families.

In April 2024, I had the privilege of representing CFF at the United Nation's Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). At first glance, one might ask: What is a father doing at a women's rights convention? But the answer is simple. Fathers play a vital role in empowering and supporting their wives — the mothers of their children, while serving as positive role models for their sons and daughters.

During the convention, CFF highlighted the increasing number of fathers who want to play an active role in their children's lives, and championed increased paternity leave and shared parental leave. In November 2024, we were heartened to hear the announcement that our government-paid paternity leave would increase from two to four weeks, with an additional ten weeks of shared parental leave. These policies lay the foundation for stronger marriages, healthier families, and a more supportive environment for working parents. After all, research has shown that children whose fathers are actively involved from birth experience better emotional, social, and cognitive development.

As we look ahead, CFF remains committed to driving positive change. We are embarking on a new initiative to equip fathers to be more active during the first 1,000 days of their child's life. We will also continue to work with organisations to support working fathers and mothers. This includes running initiatives like Eat With Your Family Day and Great Companies for Dads Awards, providing resources, and supporting organisations to form father and mother groups.

These initiatives send a powerful message: Parenthood is a joint responsibility. Aside from being able to support the child's development, the father is also the most suitable person to support his wife during pregnancy, childbirth, and her transition back to work. Good teamwork between the father and mother can reduce stress and ensure that the load does not simply fall on one parent.

At the end of the day, when the father and mother stand together as supportive partners, the family and community will thrive. Together, we can shape a future where every child grows up with the love and guidance of an engaged father.

PROGRAMMES AND INITIATIVES

Each year, Centre for Fathering equips more than 5,000 fathers and 2,500 mothers through workshops, programmes, and talks.



JUST FOR DADS

ADVENTURE WITH DAD

Featuring thrilling highlights such as rock climbing, high elements, a dark maze as well as a special time of affirmation, this session provides a platform to foster father-child interaction and communication to form cherished memories!

BREAKFAST WITH DAD

In this experiential workshop, fathers will prepare and share a breakfast with their children while expressing love and warmth and engaging them in meaningful conversations. The session enables fathers to foster better communication and closer bonds with their children.

FUN WITH DAD

This workshop utilises experiential learning methods to coach fathers to relate to their children. The session includes games and activities designed to encourage collaboration and conversations, as well as opportunities to connect or reconnect.

ICAN FATHERING WORKSHOP

In this instructional, inspiring, and interactive workshop catered to fathers at all life stages, discover your fathering style, and understand how you can draw on your own strengths to be a better father.

JUST FOR MUMS

CALM OVER CHAOS SERIES

Mothers can influence the emotional climate at home. This interactive workshop helps mums learn how to better cope with emotional experiences, and explore ways to strengthen their emotional resilience by recharging, repairing, and regaining control.



HEART OF A MOTHER EXPERIENCE

Heart Of A Mother Experience (HOME) aims to build safe spaces for mothers to come together and share their joys and struggles, so they can seek wholeness and fulfilment. This is a journey to speak to the hearts of mothers and bring out the best in them and their families. Under HOME, mums will be affirmed and empowered through the W.I.S.D.O.M. Approach.

REDEFINED SERIES

Modern motherhood can be demanding. Through the Redefined Series, mums learn how to navigate the transformation of their new full selves by exploring their sense of worth and equipping themselves with techniques to support their well-being.

MARRIAGE AND FAMILY LIFE

BIG SCHOOL, BIG CHANGES

The start of primary school education can be unnerving for the child and parents. This engaging talk is designed to offer parents practical insights and tips through the HI-FIVE approach and help them prepare and support their child as the school year kicks off.

TWEENS TO TEENS

Research on parenting teens indicates that those with the highest parental satisfaction come from those who are more communicative with their teens. Through this talk, parents are equipped with a better understanding of their tween-agers' challenges, and techniques to respond in ways that nurture their relationship.

NAVIGATING THE TEEN YEARS

With a focus on highlighting the importance of fathers in developing emotionally healthy teens, the workshop equips fathers to guide their teens into young adulthood. Fathers will learn that their role goes beyond setting boundaries, and extends to being a nurturer and building confidence and resilience in their teens.

RAISING COURAGEOUS CHILDREN

It is natural for parents to be protective of their children. Through this talk, parents will uncover the ways in which they may be a hindrance to their children's healthy development, and discover how they can help to grow their children's resilience.

PARENTING IN THE DIGITAL AGE

This workshop empowers parents and offers valuable insights and practical advice for guiding children in the digital realm. From understanding online platforms to fostering critical thinking skills, this session aims to equip parents on their digital journey.

THE GAMING DAD

This talk weaves in a father's perspective on managing a gaming child, and the impact on the family when a gaming father loses control. The interactive session will expand on the father's role, and recommend approaches to better understand and connect with your gaming child. Mums are welcome to attend this session as well.

TALKS

Centre for Fathering offers talks on topics relating to marriage, family, and fathering. They usually run for 1 hour (45-minute presentation with a 15-minute Q&A) and are suitable for organisation and community events.

- The Fathering Difference
- The Transition to Motherhood (for mums only)
- Plugged In: Connecting with Your Digital Child And Others...

For more information, please visit www.fathers.com.sg/programmes or scan the QR code below.



INITIATIVES



Back To School With Dad encourages fathers to commit to accompanying their children to school at the start of the new academic year.



Great Companies for Dads Awards was launched in 2021 by former president Halimah Yacob in recognition of companies with family-centric policies and programmes that enable fathers to thrive in the workplace.



Dad's Day Out, which takes place in June each year, celebrates the role of fathers and raises awareness of the importance of active fatherhood.



Mum's Day Out is a Mother's Day initiative that celebrates, recognises, and encourages mothers for their tireless efforts on the parenting journey.



Connecting The Generations initiates meaningful interactions to build extended family relationships as essential resources for families.



Mum's Wellness provides a platform to encourage mums to pay attention to their well-being, after giving so much of themselves in their roles as wife and mother.



Eat With Your Family Day takes place four times a year on the last Friday of each school term. The initiative encourages organisations to allow employees to leave work early at 5pm to enjoy a meal with their children and families.



Spark Couple Conversations enables married couples to focus on important conversations that support their couple and family life.



HIGHLIGHTS

EMBRACE THE JOY OF FATHERHOOD AT CELEBRATING FATHERS

Celebrating Fathers encourages dads to embrace play as an integral part of the bonding process on their parenting journey. Celebrating Fathers 2024, themed “My Dad, My Playmate,” is a beautiful reminder of the special bond between fathers and their children, highlighting the joy and fun that come from spending time together through play. Fathers play a vital role in their children’s lives not just as providers, but also as playmates and companions.

The ninth edition of this initiative, with Guest of Honour Mr. Chee Hong Tat, Minister for Transport and Second Minister for Finance, celebrated the spirit of adventure and exploration that fathers bring into their children’s lives, creating cherished moments that will be treasured for a lifetime. First launched in 2016, the annual Celebrating Fathers campaign is a nationwide initiative to affirm and appreciate fathers.

Dad’s Day Out, the pinnacle event of Celebrating Fathers on 16 June 2024, saw about 7,000 fathers and family members having fun with activities ranging from human foosball and obstacle challenges to bouncy castles and ball pits. A special highlight was the Dads Babywearing Walk setting a record for the “Most Number of Dads in a Babywearing Walk” in the Singapore Book of Records, achieved with 38 fathers. This event brought fathers together to share in the joy of carrying their children close to their hearts.

OVER 140 SCHOOLS PARTICIPATE IN ART COMPETITION CELEBRATING MOTHER’S DAY

In celebration of Mother’s Day, an art competition themed “A Mother’s Love” witnessed an overwhelming participation of over 140 schools, resulting in more than 600 captivating submissions. Ten winning pieces from each of the three categories – Preschool, Primary, and Upper Primary – were unveiled and presented with prizes by Guest of Honour, Ms. Hany Soh, Member of Parliament and Grassroots Adviser for Marsiling Yew-Tee GRC (Woodgrove), at the Mum’s Day Out event on 11 and 12 May 2024 at One Holland Village.



HIGHLIGHTS

MINISTER EDWIN TONG BECOMES PATRON OF CENTRE FOR FATHERING

Mr. Edwin Tong, Minister for Culture, Community and Youth and Second Minister for Law, has accepted Centre for Fathering (CFF)'s invitation to be its patron effective 30 January 2024.



"I am deeply honoured to accept the invitation to become the patron of the Centre for Fathering. Through my involvement in various roles in the community, I've seen firsthand the positive impact of engaged and supportive families, and the CFF has played an important role in supporting dads and mums on their lifelong journey with their children," said Mr. Tong.

He added, "Together, I hope that we will work towards a future where every child grows up in an environment filled with love, guidance, and opportunities. And a Singapore where strong families are the cornerstone of our success and happiness, and where the CFF continues to support by nurturing our society's most precious asset – our families."

STRENGTHENING FAMILIES IN COMPANIES

Centre for Fathering worked with ExxonMobil's parent support group in Singapore to conduct the ICAN Fathering Workshop from April to September 2024. The sessions covered essential aspects of effective fathering, namely, the impact of fathers, fathering profiles, and a deep dive into the ICAN framework – Involvement, Consistency, Awareness, and Nurturance. Each session attracted an average of 10 fathers, equipping them with practical strategies to enhance their fathering journey. Fathers who attended the workshop shared that they learnt the importance of giving their best time – and not just leftover moments – to their children. They also learnt about communicating expectations upfront to prevent misunderstandings and aligning with their spouses to respond more consistently to the child.

A 'Parenting in the Digital Age' session was hosted by the Women Leaders of Abbott employee network group at Abbott in Singapore on 27 November 2024. This session featured Alsen Chanamoto from the Centre for Fathering, who shared insights and tools with the audience to support their digital parenting journey. The session explored technology's potential for good, strategies for setting healthy screen-time boundaries, and the importance of role modelling. Participants found the session insightful, engaging and practical, with appreciation for the speakers' depth of knowledge on the subject. The event left attending parents and caregivers feeling better equipped with strategies to foster a healthier relationship with technology in their families.



HIGHLIGHTS



BONDING AND MEANINGFUL INTERACTIONS FOR FAMILIES AT MALAY MUSLIM FATHERING MONTH

The eighth edition of the Malay Muslim Fathering Month (Bulan Kebapaan), an initiative by Centre for Fathering and Bapa Sepanjang Hayat, kicked off on 31 August 2024 with a series of exciting programmes for fathers and families that took place between August to September.

This year's Malay Muslim Fathering Month, themed "Awareness", encourages fathers to be aware of the important role they play in their children's lives and stay connected with them through meaningful conversations and active participation in their activities.

The annual Malay Muslim Fathering highlights the importance of an involved father to their children and encourages fathers to be present for their families. Mr Zhulkarnain Abdul Rahim, Grassroots Adviser to Chua Chu Kang GRC Grassroots Organisation, was the Guest of Honour.

The key highlight of this year's Malay Muslim Fathering Month include Jamming With Dad — a competition where five teams of fathers and children showcased their musical talent. Cultural medallion recipient and retired singer, Rahimah Rahim, graced the competition as the guest judge.

FUNDRAISING

Fundraising efforts through the Centre for Fathering Charity Golf, general donations and online campaigns raised a total of \$291,976 this financial year for Centre for Fathering.

The Centre for Fathering Charity Golf held on 1 February 2024 at the Tanah Merah Country Club raised funds through sales of golf flights and lucky draw tickets, as well as donations. Dr. Tan See Leng, Minister for Manpower and Second Minister for Trade and Industry, joined us as our distinguished Guest of Honour.



MAJOR PARTNERS AND DONORS

KAM TSE TSUEN AUBECK

LUCKY SQUARE PTE LTD

KEITH MAGNUS

MELLFORD PTE LTD

TAN YANKUN, BENJAMIN

TOK YU ZONG LEONARD

TOLARAM AFRICA PTE LTD

THE GRACE, SHUA AND JACOB BALLAS II CHARITABLE TRUST

THE YEAR AHEAD

Centre for Fathering will also tap on national initiatives such as Celebrating Fathers, Eat With Your Family Day, and the Malay Muslim Fathering Month to garner support and awareness for retail-giving and donations.

FUNDS RAISED FROM JAN 2024 TO MAR 2025 WILL GO TOWARDS THE FOLLOWING AREAS:

Drive the nationwide DADs for Life and MUMs for Life movements

Engage with corporates to adopt best practices to promote and equip their stakeholders to be great fathers

Encourage active fathering through nationwide initiatives such as Eat With Your Family Day, Back To School With Dad, Celebrating Fathers, and Great Companies for Dads Awards

Support father and mother groups in schools, communities, and organisations

Expand outreach to new dads of newborns and dads in marginalised circumstances

FUNDRAISING PLAN

Centre for Fathering Charity Gala Dinner

Online fundraising campaigns on Giving.sg and Centre for Fathering website

EXPENDITURE PLAN

Charitable activities (including events management, event venue rental, salaries and bonuses, staff CPF, and media and development cost)

Governance cost and other expenditures

IMPACT TO COMMUNITY

SINCE 2000

OVER **70,000** FATHERS EQUIPPED

SINCE 2019

OVER **8,000** MOTHERS EQUIPPED

JAN 2024 TO MAR 2025

2,528

MOTHERS EQUIPPED

4,523

FATHERS EQUIPPED

185

PROGRAMMES, WORKSHOPS
AND TALKS

SUPPORTED DADS AND MUMS
IN SCHOOLS, ORGANISATIONS,
AND COMMUNITIES

270

FATHER & MOTHER GROUPS

Back to
School
with
Dad

BACK TO SCHOOL WITH DAD 2024 & 2025

OVER **13,400** CARDS DISTRIBUTED

CELEBRATING FATHERS 2024



3.9 *MILLION*
FATHERS AND FAMILY MEMBERS
REACHED

OVER **7,000**
ATTENDEES AT DAD'S DAY OUT

EAT WITH YOUR FAMILY DAY

JAN 2024 TO MAR 2025

OVER **600**
PARTICIPATING COMPANIES



1673 | **163**
TOTAL VOLUNTEER HOURS | PASSIONATE VOLUNTEERS

MALAY MUSLIM FATHERING
MONTH 2024

300,000

FATHERS AND FAMILY MEMBERS REACHED

OVER **1,800**

INCARCERATED FATHERS REACHED SINCE 2016

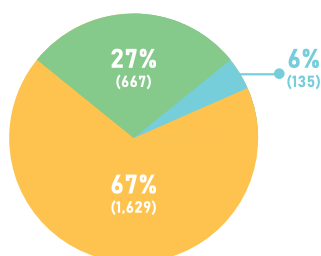
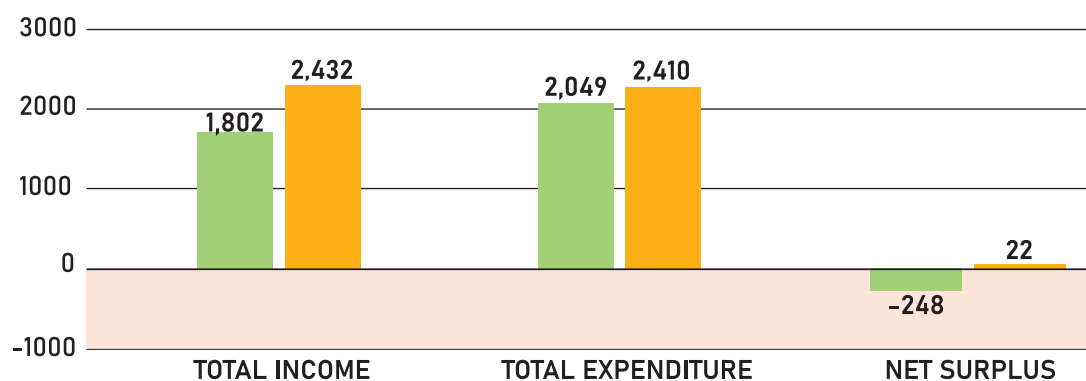
PRISONS OUTREACH

FINANCIAL SUMMARY

INCOME & EXPENDITURE (\$'000)

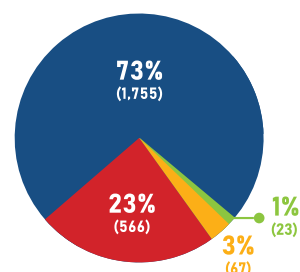
2023

JAN 2024 TO MAR 2025



BREAKDOWN OF INCOME JAN 2024 TO MAR 2025 (\$'000)

- Fundraising, Donations, Programme Fees and Others
- Ministry of Social and Family Development Grant - DADs for Life, MUMs for Life
- Other Funds



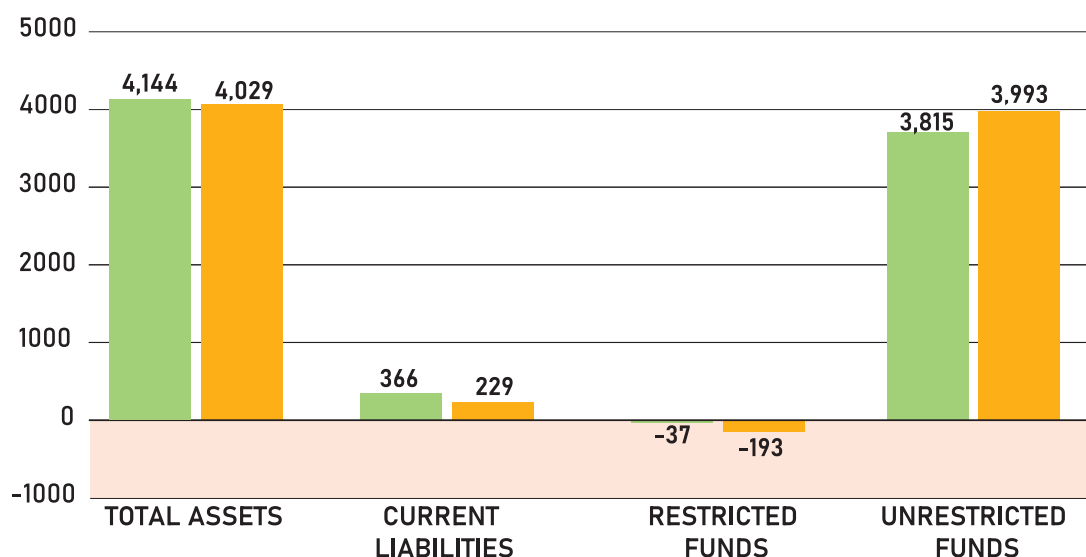
BREAKDOWN OF EXPENSES JAN 2024 TO MAR 2025 (\$'000)

- Programmes and Outreach
- Fund-raising
- Depreciation
- Management and Governance

BALANCE SHEET (\$'000)

2023

JAN 2024 TO MAR 2025



BOARD OF DIRECTORS



Keith Magnus
(Chairman)

- Chairman, Asia at Evercore and member of the firm's global management committee
- Additional appointments include Chairman of Kallang Alive Hold Co Pte Ltd, Chairman of Kallang Alive Sport Management (entities set up by the Government of Singapore to own, develop, and manage the Kallang Alive precinct including the Singapore Sports Hub); Dy Chairman of SportSG (statutory board under MCCY); Member of Families for Life Council (under Ministry of Social and Family Development); Board Director of Tech for Good Institute (under Grab Inc.); Board Director of The Anglo-Chinese Schools Foundation
- Previously served as Board Director of Sentosa Development Corporation and boards of other educational institutions and government committees



**Chan Weng Yip
Harris**
(Vice Chairman)

- Father of three adult children; Eldest son and second daughter are in university, and youngest son is serving National Service
- Currently Executive Vice President, Head Naval & Maritime Security Services and Head International Business at ST Engineering Marine
- Former Chief Digital Officer and Chief Technology Officer at ST Engineering Group
- Former Rear Admiral in the Singapore Armed Forces
- Held the appointment of Future Systems & Technology Architect in the Ministry of Defence and Commander of the Maritime Security Task Force in the Republic of Singapore Navy
- Led the multi-national coalition Combined Task Force 151 to conduct counter-piracy operations in the Gulf of Aden



**Albert
Lim Song Khiang**

- Director, El-Shaddai Resources Pte Ltd and Director, Kallen Decor Pte Ltd
- Other appointments include Families For Life Council Member, MSF; REACH/MDDI Advisory Panel Member; SAFDC Board of Visitor; ROM Local Solemniser; Chairperson, Empower Ageing Ltd; Chairperson, Impart SG; Chairperson, PGR Ltd; Board Advisor, Methodist Welfare Services; Board Advisor, Lutheran Community Care Services; Board Member of Five Other Charities
- Past experiences in senior management in corporations spearheading their regionalisation and expansion to various countries like Australia, China, Hong Kong, Malaysia, Mauritania, Myanmar, the Philippines, and Switzerland
- Master of Social Sciences, Counselling, University of South Australia, Adelaide

BOARD OF DIRECTORS



Derek Lau Tiong Seng

- Founder, THREE2ONE Holdings
- Previously CEO and board member of Heliconia Capital Management; and Managing Director, Investment and country head in Vietnam, Temasek Holdings
- Over 30 years of experience in investment banking and private equity investments in Southeast Asia
- Board member of Kallang Alive Sport Management (KASM) and CSE Global Ltd
- Member of ISEAS-Yusof Ishak Institute's Board of Trustees, National Healthcare Group's Clinical Governance Board Committee and SGX's Listings Advisory Committee



Faye Ong Hui-Ming

- Head of the Philanthropy Centre, Singapore and Southeast Asia at JP Morgan Private Bank
- Over 20 years of experience in the Private Banking industry in New York, Hong Kong and Singapore focusing on family office and philanthropic advisory, and wealth structuring
- Strategic adviser to several non-profit organisations in Asia
- Bachelor of Laws, LLB, Hons, University of London, Kings College (Hons)



Koh Kok Niu Derrick

- More than 25 years of communications experience
- Most recently Director of Public & Corporate Affairs at Alliance to End Plastic Waste
- Previously East Asia & Japan Head of Communications at Schneider Electric and Director of Communications, APAC & LATAM at Lenovo as well as SVP, Deputy Managing Director at Porter Novelli
- Appointed to the Panel of Assessors of the National Council for Problem Gambling



**Lawrence
Teh Yew Kiat**

- GM Human Resources of APRIL International Enterprise Pte Ltd
- Previously held leadership, business planning, partnership development, and diplomatic positions in Tanoto Foundation, Singapore International Foundation, Singapore Armed Forces and Ministry of Defence
- Commendation Medal (Military) 2005 and Public Administration Medal – Bronze (Military) 2011
- B.Eng (First Class Hons) in Aeronautical Engineering, Imperial College, London; M.Sc in International Political Economy, RSIS-Nanyang Technological University; and MBA, Singapore Management University

BOARD OF DIRECTORS



Lim Cheen Yee

- Mother of a teenager
- President, Global Strategic Platform for Enzymes of Kemin Industries, Inc
- Numerous years of experience within Kemin Industries in different functions and capacities
- Previously with Arthur Andersen LLP in the Singapore and San Jose offices and other US multinationals
- Bachelor of Accountancy (Hons) from Nanyang Technological University of Singapore



**Muhamad Imaduddin
Bin Abd Karim**

- Legal Officer, MINDEF
- Admitted as an Advocate and Solicitor of the Supreme Court of Singapore in 2003
- Previously Deputy Public Prosecutor with the Attorney-General's Chambers (AGC)
- Previously held legal and/or compliance-related roles with the Monetary Authority of Singapore (MAS) and UBS AG (Wealth Management)
- Formation NSman of the Year Award and Friend of MCCY Award 2015
- 9th Division Commander's Coin Awardee in 2019
- Executive Committee Member of SAFRA Mount Faber and SAFRA Gym Management Committee
- School Advisory Committee Member of Gan Eng Seng School
- Member of The Law Society of Singapore and Singapore Academy of Law
- Board Member of Defence Collective Singapore



**Sajen
Aswani**

- Father of three daughters
- Director, Tolaram
- Chairperson, B Lab Singapore
- Chairman, FBN Asia
- Member, Nanyang Business School Advisory Board

BOARD OF DIRECTORS



**Vincent
Ling Chi-Hsin**

- Father of two adult children
- Founder and Chief Executive Officer of Blinq Payment Technologies
- Previously Head of Transactional Banking and Payment Solutions at AMTD Group; Deputy General Manager at UnionPay International; and Managing Director at JCB International Asia Pacific
- Member of the Executive Committee of the Board of Directors at Mercy Relief, Chairman of the School Advisory Committee of Bendemeer Secondary School, and Member of the Finance Committee, National Volunteer And Philanthropy Centre

MANAGEMENT TEAM

Xander Ong, CEO (Jul 2023)

Yuen Chee Onn, Chief Advocate (Feb 2016)

David Wong, Group Head, Volunteer Resource and Governance (Aug 2023)

Kevin Goh, Group Head, Engagement and Programmes (Jan 2022)

Gladys Foo, Head, Engagement and Outreach (Feb 2024)

Kevin Chum, Head, Strategic Partnerships (Jul 2019)

Eruandee Prayitna, Head, Development and Outreach (Feb 2016)

Michele Soon, Head, Digital Marketing and Communications (Mar 2019)

Lidia Gunawan, Head, Corporate Services (Dec 2023)

GOVERNANCE

ROLE OF THE GOVERNING BOARD

The Directors of Centre for Fathering Board are collectively responsible for the governance of Centre for Fathering. The Board reviews and regularly monitors the effectiveness of the organisation's fundamental operating, financial plans, policies, and decisions, including the execution of its strategies and objectives. It also seeks to enhance long-term value to Centre for Fathering's beneficiaries by promoting and sustaining the active fathering movement in Singapore.

TERM LIMIT OF BOARD

To ensure succession planning and organisational sustainability, Centre for Fathering's Board has a term limit of 10 years. In particular, the Board Chairman and Finance Committee Chairman have a term limit of four years.

GOVERNANCE

BOARD OF DIRECTORS APPOINTMENT AND ATTENDANCE

Five Board Directors meetings were held during the financial year.

Board Member	Date Appointed	Board Meeting Attendance
Keith Magnus Director and Chairman	1 Jan 2018 15 May 2018 – Appointed Fundraising Committee Chairman 28 Aug 2020 – Appointed Board Vice Chairman 17 May 2021 – Appointed Chairman	● ● ● ● ●
Chan Weng Yip Harris Director, Vice-Chairman, and Audit Committee Chairman	13 Jun 2018 13 Jun 2018 – Appointed Engage Committee Chairman 27 Feb 2020 – Appointed Audit Committee Chairman 17 May 2021 – Appointed Vice-Chairman 28 Mar 2024 – Appointed Nominations, Remuneration & Establishment Committee Chairman	● ● ● ● ○
Albert Lim Song Khiang Director and Nominations, Remuneration & Establishment Committee Chairman	13 Jun 2018 13 Jun 2018 – Appointed Enable Committee Chairman 18 Aug 2021 – Appointed Nominations, Remuneration & Establishment Committee Chairman	● ● ● ● ●
Derek Lau Tiong Seng Director	27 Nov 2024	● ○
Faye Ong Hui-Ming Director	1 Jan 2018	○ ● ○ ○ ○
Koh Kok Niu Derrick Director and Public Relations & Engagement Committee Chairman	1 Nov 2021 1 Jan 2023 – Appointed Public Relations & Engagement Committee Chairman	● ● ● ● ●
Lawrence Teh Yew Kiat Director	1 Jan 2018 15 May 2018 – Appointed Equip Committee Chairman 18 Aug 2021 – Appointed Strategic Partnerships Committee Chairman 28 Mar 2024 – Appointed Audit & Risk Management Committee Chairman	● ● ● ● ●
Lim Cheen Yee Director	10 Jun 2019 27 Feb 2020 – Appointed Finance Committee Chairman	● ○ ○ ● ●
Muhamad Imaduddin Bin Abd Karim Director	1 Jan 2018	○ ● ● ○ ●
Sajen Aswani Director and Finance Committee Chairman	1 Nov 2021 28 Mar 2024 – Appointed Finance Committee Chairman	● ● ○ ● ●
Vincent Ling Chi-Hsin Director and Strategic Partnerships Committee Chairman	1 Jan 2023 9 May 2023 – Appointed Strategic Partnerships Committee Chairman	● ○ ○ ● ●

GOVERNANCE

DISCLOSURE OF REMUNERATION AND BENEFITS RECEIVED BY BOARD DIRECTORS

No Board Director was remunerated for their services in the financial year.

COMMITTEES

Audit & Risk Management

The Audit & Risk Management Committee assists the Board and Management to establish internal control concepts and objectives that safeguard and protect Centre for Fathering's assets. It also establishes the audit plan and scope of internal and external audits at the beginning of each financial year and reviews the audited financial statements for endorsement by the Board and approval by the members at the Annual General Meeting.

Lawrence Teh Yew Kiat (Chairman) and Vincent Ling Chi-Hsin

Finance

The Finance Committee endorses the annual budget for the Board's approval, establishes financial authority limits, and implements controls in compliance with proper accounting and fiduciary practice in accordance with regulations for not-for-profit organisations.

Sajen Aswani (Chairman), Muhamad Imaduddien Bin Abd Karim and Albert Lim Song Kiang

Nominations, Remuneration & Establishment

The Nominations, Remuneration & Establishment Committee reviews the annual headcount and associated budget relating to compensation and benefits as well as promotions for the Board's approval. It also reviews the tenure of Board Directors and Members and makes recommendations for change for the Board's and Members' endorsement and Members' approval during the Annual General Meeting.

Chan Weng Yip Harris (Chairman), Keith Magnus, and Lim Cheen Yee

Public Relations & Engagement

The Public Relations & Engagement Committee increases the awareness of Centre for Fathering, DADs for Life, and MUMs for Life to help fathers and mothers realise the need to strengthen their families, enhances outreach to fathers and mothers in Singapore, and collaborates with local and regional partners on events and outreach. The committee also helps fathers and mothers who are engaged with DADs for Life and MUMs for Life to become ambassadors, and develops strategies to support fathers and mothers in schools, communities, and organisations.

Koh Kok Niu Derrick (Chairman) and Faye Ong Hui-Ming

Strategic Partnerships

The Strategic Partnership Committee sources and evaluates new strategic partnerships, monitors the progress of existing partnerships between Centre for Fathering and other organisations, and develops policies for collaboration with local and regional partners on programmes, initiatives, and research. It also assists the Board in steering all fundraising activities to support the programmes, projects, and activities of Centre for Fathering, and develops fundraising strategies and executes effective fundraising activities according to the organisation's prioritised needs.

Vincent Ling Chi-Hsin (Chairman), Albert Lim Song Kiang, and Lawrence Teh Yew Kiat

GOVERNANCE

MEMBERS

Albert Lim, Lena Soh-Ng, and Virginia Sipiere

HONORARY CHAIRMAN

Lim Soon Hock, Richard Hoon

PATRON

Edwin Tong, Minister for Culture, Community and Youth, and Second Minister for Law

DISCLOSURE OF REMUNERATION

For the financial year from Jan 2024 to Mar 2025, the remuneration of key management personnel during the financial year is as follows:

Remuneration band (S\$)	No. of key management personnel	Served as a board member? (Yes/No)
Above \$100,000	1	No
Below \$100,000	3	No

In this financial year, CFF did not employ any paid staff who is a close family member of the CEO or Board Director.

RESERVES POLICY

Centre for Fathering has a reserve policy for long-term stability of operations to ensure there are sufficient resources to support our work in the event of unforeseen circumstances. Centre for Fathering will endeavour to maintain two years of operational expenditure kept as reserves. The reserve level is reviewed by the Board yearly to ensure that the reserves are adequate to fulfil Centre for Fathering's continuing obligations.

The company's reserve position for the financial year ended 31 March 2025 and 2023 are as follows:		31 Mar 2025	31 Dec 2023	Increase/ (Decrease)
		S\$'000	S\$'000	%
A	Unrestricted Funds Accumulated General Funds	3,993	3,815	5
B	Restricted or Designated Funds Restricted Funds	(193)	(37)	423
C	Total Funds	3,800	3,778	1
D	Total Annualised Operating Expenditure	1,928	2,049	-6
E	Ratio of Funds to Annualised Operating Expenditure	1.97	1.84	

For more information on the Centre for Fathering's reserves policy, please refer to Note 21 of the Jan 2024 to Mar 2025 Audited Financial Statements.

CONFLICT OF INTEREST POLICY

All Board Directors and staff must comply with Centre for Fathering's conflict of interest policy. The Board has established procedures for Board Directors and staff to declare actual or potential conflicts of interests as and when necessary. Board Directors also abstain and do not participate in decision-making on matters where they have a conflict of interest.

WHISTLEBLOWING POLICY

Centre for Fathering has a whistle-blowing policy that offers staff and external parties many avenues to raise concerns about irregularities within the organisation. They can report to the CEO or Chairman of the Audit & Risk Management Committee without fear of unfair treatment or any adverse consequences.

CORPORATE POLICIES

To view Centre for Fathering's corporate policies, please scan the following QR code.



AUDITED FINANCIAL STATEMENT AND GOVERNANCE EVALUATION CHECKLIST

Please scan the following QR codes to view:



Audited Financial Statement



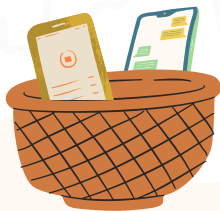
Governance Evaluation Checklist

SPARK MEANINGFUL CONVERSATIONS AT MEALTIME

Family meals are a wonderful opportunity to connect and learn more about one another. Make your time together more enriching with these fun and thoughtful table conversation topics.

1. What made you happy this week?
2. What two things do you think you are very good at?
3. If you had \$1000 to help someone, what would you do?
4. What is your favourite family tradition?
5. If you could have any job in the world, what would it be?
6. Would you rather travel back in time or travel into the future?
7. If you could pick up a musical instrument, what would it be?
8. If a genie granted you three wishes, what would they be?
9. If you could adopt a pet, what would it be?
10. Who Inspires you?

TIPS FOR **BONDING** OVER FAMILY MEALS



Set up a basket to keep devices away from the table; Switch off TV and screens in the background



Create a relaxing ambience; Serve dessert and extend conversation time with word games; Avoid disciplining during meals



Commit to regular family meals



Let the kids share in the responsibility through meal prep or clean up

BROUGHT TO YOU BY:



IN PARTNERSHIP WITH:



IN SUPPORT OF:



Dads Adventure Hub

1 Woodlands Road #04-03 Singapore 677899

Tel: +65 6769 1238

Centre for Fathering Training Space

Blk 128A Lorong 1 Toa Payoh #01-01 Singapore 311128

Tel: +65 6252 8428



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mumsforlife.sg



Centre for Fathering



Dads for Life &
Mums for Life

Scan to join our
Telegram channels!



Dads for Life



Mums for Life



Support us at fathers.com.sg/donate or scan QR code