



Annual Report 2010

1 Feb 2010 to 31 Jan 2011

**Connecting Families
Growing in Community**

Registered Name
Morning Star Community Services

Registered address/ HQ
No 4 Lorong Low Koon
Singapore 536450
Tel: 62851377
Fax: 62852702
Email: mstar@morningstar.org.sg

Organisation website
www.morningstar.org.sg

Society's UEN No
T02SS0153L

Charity Registration No.
01636

IPC Status
16 Jun 2003 to 31 July 2012

Auditor
Kreston David Yeung PAC

Student Care Centres:

1) Hougang Centre
No 4 Lorong Low Koon
Singapore 536450
Tel: 62851377

2) Sengkang Centre
Blk 261B #01-400
Sengkang East Way
Singapore 542261
Tel: 63158812

3) St Gabriel's Centre
220 Lorong Chuan
Singapore 556742
Tel: 62849524

4) Primavera Centre
Blk 95 #01-1415
Bedok North Ave 4
Singapore 460095
Tel: 64452462

Our Board

President	Gerald Tan
Vice-President	Christina Lim
Treasurer	Alan Ow
Secretary	Augustine Low
Immediate-Past-President	Jeremy Tay
Board Members	Michael Koh Francis Ng Joseph Yeo Sr Geraldine Lim Fr Henry Siew
Ex-officio Executive Director	Christian Choo

Governance Report

Morning Star complied with all the applicable guidelines of the Code of Governance Evaluation Checklist for Institutions of a Public Character (IPCs) and large charities.

Board Governance

Morning Star is governed by a volunteer board with either elected or appointed members following the constitution of the society which clearly define the roles and composition of the Board.

Conflict of Interest

All Board members are required to provide a disclosure of their interest in all other organisations and to abstain from any discussion and decision making in matter with potential conflict of interest. All family relations between the team members and any of the Board members are made known to the Board.

Financial Management and Controls

The Finance & Audit Committee conducted an Internal audit on 13 Nov 2010 as part of the Committee's terms of reference.

Our ratio of reserves to annual operating expenditure is 1.05. Reserves are all held in fixed deposits and are not exposed to any significant risk other than interest rate risk.

Strategic Planning

A half day Board Review on 5 May 2010 reviewed the role of the Board and how it can effectively support the strategic plan and the objectives of the organisation.

Board Meetings

The Board is supported by five working committees. They are the Human Resource, Finance and Audit, Community Engagement, Nomination and Remuneration committees. They have the authority to examine selected issues and report back to the Board on their findings and recommendations.

There were 9 Board meetings from the period April 2010 to March 2011. The number of Board meetings attended and the committees on which each Board member served are shown in the table below:

Name	Position	Attend Board Meetings	HR COM	FIN AUD COM	CE COM	NOM COM	REM COM
Gerald Tan	President	9			**	**	**
Christina Lim	Vice President	6	**				**
Alan Ow	Treasurer	6		**			
Augustine Low	Secretary	5					
Jeremy Tay	Im. Past-President	6	**			**	**
Michael Koh	Board Member	5	**				**
Francis Ng	Board Member	9		**			**
Joseph Yeo	Board Member	7			**		
Sr Geraldine Lim	Board Member	7					
Fr Henry Siew	Board Member	NA					

* There is no paid staff on the Board and all our Board members do not receive any form of remuneration or fee.

Disclosure and Transparency

Morning Star's annual financial statements are prepared in accordance with the disclosure requirements of Financial Reporting Standards (FRS) and these financial accounts are audited by Kreston David Yeung PAC.

Human Resource Management

In Dec 2010, we commissioned Effective Outsource Networks to review our salary levels to see if it is updated against market data since the scale is established in 2007.

The annual remuneration of each of the top three key executives in Morning Star remains within the \$100,000 salary band.



Our Mission

To enrich and strengthen family relationships in Singapore

Our Vision

Vibrant communities that can make a difference to society

Our Core Values

- Respecting the Dignity of Each Person
- Learning for Life
- Making Connections
- Building Wholeness
- Living Our Faith

Our Approach

Provide practical skills and support for the social, emotional and spiritual well-being of families and serve to develop the potential of every individual within the family.

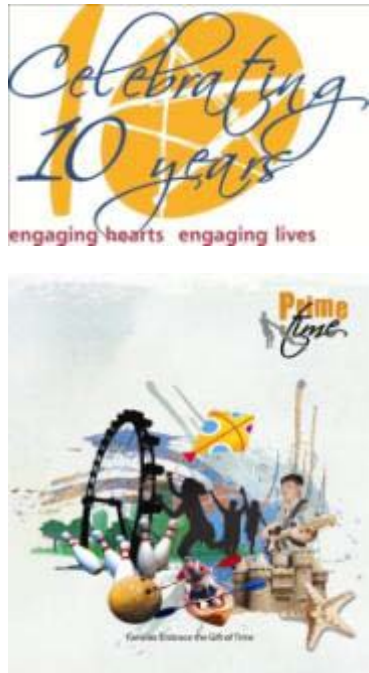


***Connecting Families
Growing in Community***

Connecting Families, Growing in Community is our commitment to build strong families which are the cornerstone of a vibrant community.



Core Events



Celebrating 10 Years

More than 450 guests joined the charity gala dinner on 10 April 2010 at the Swissotel Merchant Court to commemorate our 10th year of serving the community. One highlight of the event was the launch of our publication "Prime Time: Families Embrace the Gift of Time". Each dinner guest was given a copy of the book which featured Morning Star's milestones over the 10 years and 20 families from all walks of life shared their family activities and their thoughts about family times.



From left: Treasurer Alan Ow, ED Christian Choo, Guest of Honor Archbishop Nicholas Chia, Immediate Past President Jeremy Tay, Board Member Joseph Yeo and Secretary Augustine Low

Core Events



Campaign Launch

"What Truly Matters in 6 Words" (WTM) was launched on 27 & 28 Nov 2010 at the Drome, Plaza Singapura, with the objective to create a unique platform to enable people to pause, reflect and respond to the question **"What truly matters to me?"** The 2 days launch involved over 600 man hours of nearly 100 helpers. We outreached nearly 4000 people, of which 700 signed up to be members of WTM portal and their pictures taken.

Skills - Programmes & Workshops

In tune with our **What Truly Matters** Campaign, **Defining Moments** programme was developed to give adults and children from all walks of life and age groups to take a moment to reflect on their priorities and relationships. **Defining Moments** is an approved programme by MCYS under the Personal Work-Life Effectiveness umbrella.



"It's a good exercise. It helps to reinforce what matters, and if you know that, you will be happier. And we want our employees to be happy because it is reflected in their work," says Ms Dora Yeo, Manager of budget hotel Hangout @ Mt Emily.

"We know we should be reflecting on the important areas of life but it's often we forget to do so. I will reflect more and take action; Spend more quality time with my family; Have more time to understand what I'm doing at work; To remember to sometimes 'stop to smell the roses'; Lead a meaningful life."

Defining Moments has gone to Hangout Hotel, Singapore Disability Sports Council, B.Braun, National Community Leadership Institute, Government of Singapore Investment Corporation, NTUC U Family, St Gabriel's Primary School and Singapore Retailers Association since its launch in Nov 2010.

Skills - Programmes & Workshops

We assisted parents of preschoolers, children and teens to meet their children's needs and developmental milestones with enrichment talks through the Parent Education in Preschools and Family Life Ambassador programmes. In addition, we conducted Workshops providing skills focused on facilitating actual practice opportunities for parents and children on learning issues, parent-child communication and bonding, and parenting skills.



"Excellent facilitation by the trainer. Thoroughly enjoyable and I learned so much. The role play was an essential part of the course to help practice and internalize ... Made me realize that reading is easy but practice is hard." – parent from Common Sense Parenting workshop

"Different approaches have been given me as a parent. I have better understanding of how to manage my child's misbehaviors and how to handle conflict with my children in a better way." – parent from Managing My Child's Behaviors

159 hours of Community Outreach and enrichment programmes conducted for 7750 participants

260 hours of skills-based training conducted for 635 participants

Skills - Programmes & Workshops

For School-based Social Work, the outcomes we aim for are: improved social-emotional functioning; increased pro-social behaviours; improved family relations. As such our interventions will focus on: improved self-esteem and confidence; critical thinking skills and appropriate decision making; communication skills; emotion management; and self-care.



Students expressing their yearnings regarding their relationship with their parents to be shared with their parents with the aim of increasing positive connections between parents and teens

Exploring the lifeskill of learning from mistakes and appropriate choice-making through experiential activities



243 hours dedicated to individual therapy and case reviews

158 hours of individual and group family sessions

118 hours of group therapy for students

Support - Parents & Community Outreach

Families going through hard times or experiencing difficulties are supported through our Hardship Fund. Subsidies are provided to needy families that require our programmes and services.

Our counselling and therapy helps individuals, couples and families manage unresolved issues and broken relationships with the aid of our trained Counsellors who guide/facilitate the healing process.



Services rendered to the families of prison inmates through our Family Resource Centres in Changi Prison includes Case Managers assessing the range of difficulties faced by each family.

Our Social Work team developed and delivered a new intervention area focusing on helping clients manage their stress and self care.

335 Information and Referral cases closed

56 Case Management cases closed

\$35,039 disbursed from Hardship and Advent Fund

\$31,810 worth of Emergency Fund and Vouchers disbursed to inmates' families

Support - Parents & Community Outreach

To provide platforms for further families outreach and parents interaction, we activated social networking tools and set up the Common Sense Parenting and ParentsConnect groups on Facebook.

Greater community involvement as we continue to expand and build upon our support network of trainers, participants and volunteers. Community events and youth activities are part of our outreach efforts to encourage families to bond and communities to gather.



Tips on nurturing children, family bonding and working with grandparents were discussed between Evelyn Tan, MediaCorp Artiste, and Kelvyanne Teoh, our Principal Therapist at the North East CDC Care Fair on 14 Nov 2010



Connections Under The Stars (Community Events) for families to gather and bond.

Jun - I LOVE PAPA NITE

Sep - LANTERN FIESTA NITE

Children Services

Our student care services support the needs of families who need care and guidance for their primary school going children during their off-school hours.

We constantly strive to provide a holistic and balanced programme to enhance each child's intellectual abilities, emotional development, social skills, character formation and physical growth.



"I enrolled both my kids in the student care service since P1 and have seen them progress over the years. They are in P5 and P4 now and I am happy with the service. Both me and my husband worked with peace of mind knowing they are in good hands." – parent of Allison and Nicholas Gooi

"My child love the annual gathering among the 4 centres where he gets to perform and see performances by others." – parent of Neo Jun Wei, P5

Children Services

Our Learning Support Programme (NOVA) supports the learning of children who do not respond well to conventional programmes aimed at the average student.

We believe that motivation can be enhanced by providing an environment that caters to individual differences: in pace, learning ability and styles of learning through an Individualised Education Plan.



Through our services, we aim to cultivate their love for learning and nurture children into independent and responsible learners.

“Child listen better, show positive attitude towards learning and slight improvement in courage” – parent of Chiu Shu Wen, P2

“Glenn has shown improvement in sense of responsibility” – parent of Glenn Lim, P3

4 Student Care Centres - Hougang, Sengkang, St Gabriel's Primary School and Primavera Centre

255 students enrolled in children services in 2010 on average

Looking Forward

As an affirmation of our endeavours in promoting work-life harmony, Morning Star received the Work-Life Achiever Award (WLA) 2010. This is the second consecutive occasion Morning Star was awarded WLA since 2008. We will continue to explore creative options to provide a family friendly work environment for our team members.



Since our strategic planning exercise in Nov 2009, we have evaluated all our services and programmes offerings to ensure it is aligned with the strategic plan. As such, we plan to redirect our resources in the family resource centres in the prison from March 2011 to family intervention work in our parents centre.

We strive to nurture meaningful and sustainable relationships between parents and children by offering a continuum of skills-based programmes and services that are preventive and developmental, and which relates to the targeted life stage needs of parents and children respectively.