



Annual Report 2011

1st February 2011 to 31st January 2012

**Connecting Families
Growing in Community**

OUR MISSION

To enrich and strengthen family relationships in Singapore

VISION

Through empowering families
and individuals, we strive
to build vibrant communities
that can make
a difference to society

QUALITY STANDARDS

Safety

Hope

Impact

Accountability

CORE VALUES

Revealing God's Love

Respecting the Dignity of each Person

Learning for Life

Making Connections

Our Board

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

Governance Report

Morning Star has 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 defines the roles and composition of the Board. The Board receives and reviews monthly reports from the various Heads of Departments.

Conflict of Interest

All Board members are required to disclose their interest in all other organisations and to abstain from any discussions and decision making in matters 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

Morning Star has complied with all the applicable guidelines for financial management and controls specified in the Code of Governance Evaluation Checklist. Financial reports are presented and reviewed regularly at Board meetings. Our ratio of reserves to annual operating expenditure is 1:30. Reserves are all held mainly in fixed deposits and are not exposed to any significant risk other than interest rate risk.

Strategic Planning

The Board regularly reviews strategy and plans to ensure the society's activities are in line with its objectives and stay relevant to the changing environment and needs.

Board Meetings

The Board is supported by five working committees. They are the Human Resources, Finance and Audit, Community Engagement, Nominations 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 of April 2011 to April 2012. The committees on which each Board member served are shown in the table below:

Name	Position	Human Resources	Finance & Audit	Community Engagement	Nominations	Remuneration
Gerald Tan	President				*	*
Christina Lim	Vice President	*				
Francis Ng	Treasurer		*			*
Augustine Low	Secretary			*		
Jeremy Tay	Immediate Past-President	*			*	*
Alan Ow	Board Member		*			
Michael Koh	Board Member	*				*
Joseph Yeo	Board Member			*		
Sr Geraldine Lim	Board Member					
Fr Henry Siew	Board Member					

Note: 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 for a 2nd year.

Human Resource Management

The performance appraisal exercise for Team Members was completed in December 2011. The remuneration committee conducted the review on performance and salary structure and guidelines in January 2012. A separate salary review was done in February 2012. The annual remuneration for each of the top-three key executives in Morning Star remains within the \$100,000 salary band.

Serving Our Mission in 2011

In Striving and Delivering the Value for Our Children Services



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

222 students enrolled in 2011
on an average per month

Enrichment and Holiday Programmes



The goal is to provide a well-rounded curriculum. In addition to the weekly lessons on Chinese Appreciation, Fun with English, Music and Movement, Circle/Encounter Time and Moral Enrichment, the school holidays provide an excellent opportunity for more in-depth learning. There were multi-faceted avenues for learning, including:

- Bringing literary classics like Charlotte's Web and the Wizard of Oz to the children, nurturing moral values and appreciation of the arts
- Exploring all things Japan – from Taiko (Japanese Drum) and Origami (Paper Folding) to Kimono demonstrations

“ The Morning Star teachers are patient and caring and they also work closely with parents in the best interest of the child. My child has improved in attitude and behaviour since enrolling in Morning Star. He gets to work and play in an airy and spacious environment which we appreciate very much. ”

- J Cheng

In Helping Children with Learning Support through NOVA (Nurturing One's Valuable Attributes)

Average of **23** students enrolled in our NOVA service per month

Who We Serve

- Majority of the children (70%) come from low income families. Some are multi-stressed families including single parents and large families with 4 children, that have one or both parents who are incarcerated. Issues affecting these families include health issues, unemployment, inadequate skills, low education and low income.
- Another group of 20 pre-schoolers (K1 and K2) attended an early intervention programme called The Rising Stars.



The Rising Stars

The Social Work team collaborated with Nova Learning Support Service to develop and pilot The Rising Star Service. With KK Hospital as our key referral source, we launched several service components including one to one coaching sessions for pre-school children (K1 and K2), parent-coaching sessions and parent-child sessions.



This service aims to support children who experience challenges in learning but do not have any diagnosed special needs. With early intervention provided at pre-school age, they will be able to better cope with our demanding primary education. From February 2011 to January 2012, a total of 21 children and their parents were enrolled in this service. Each cycle consists of 10 child sessions and 4-6 parent-child sessions, of which 2 are conducted at their home.

Sam (not his real name) was referred for disruptive behaviour and his disinterest in learning. The NOVA program provided Sam with a structured and positive learning environment, something which was absent in the home. He was given individual coaching. Being a fast learner, Sam was more able to follow the lessons during class time with the extra coaching. Gradually, he started participating in class activities. With the acquired skill, he was able to engage in independent learning. After six months of intervention, Sam is doing better in school. The school teacher's feedback is positive. The child attempts to study for his spelling every week. His behaviour has improved as well. He is more attentive and is less disruptive.

In Helping Children with Social Emotional needs

From May 2011, our Social Work team developed and conducted a Social and Emotional Programme for Nova children covering managing feelings of happiness, sadness, fear and anger (72 sessions). We also provided guidance on the enrolment of new children and updates to parents on the children's progress.

In Striving and Delivering the Value for Our Family Services

In Helping Families with challenging children

The Social Work team developed parenting intervention areas and strategies. Our resources in the family resource centres in the prison were redirected back after our contract for the prison works completed and handed over in March 2011. This purposeful consolidation of resources was to enable us to align with our strategic intent to focus on family intervention work in value add and support of children at our various centres.

The **Family Intervention Service** provides one to one coaching via parent sessions, parent-child and home-based sessions. Parents acquire knowledge and skills in the following areas: Parent as Social and Emotion Coach, Parents as Behavior Coach and Parents as Learning Coach. A total of 20 children and their parents were enrolled in this service, each received 4-6 sessions. A total of 100 sessions were conducted covering various issues like behavior management, social and emotional regulation, learning support at home.

Our collaborating partners for referrals and funding

KK Hospital, kindergartens, child care centres, primary schools, Hougang Sheng Hong FSC, Covenant FSC, Ang Mo Kio FSC, Mendaki, SINDA, NCSS and CDCs

In Assisting families who are Financially Challenged

\$148,302 total subsidies and fund disbursed from various hardship funds

In Supporting families through Programmes and Services

280 hours of parenting talks and workshops for **3500** participants

550 hours of counseling work for over **106** cases

Family Life Education: Understanding the Needs of Each Family Member



Our trainers conducted about 280 hours of parenting talks and workshops for 3500 participants. MCYS endorsed us as the service provider for parenting programmes for 40 preschools. Programme we piloted were the school-readiness programme by the Incredible Years organisation from the USA and Riding the Roller Coaster Emotion Management Workshop.

Our programmes were attended by parents and children from all walks of life at various venues

from schools to organizations and corporations such as Singapore General Hospital; Republic Polytechnic; Peoples Association; Singapore TOTE board; NTUC-U Family and Maybank.



Defining Moments

Our Defining Moments training encourages and facilitates people to examine their priorities and focus on the important and meaningful aspects of their lives. It is endorsed by MCYS as a valid personal work-life effectiveness programme and was promoted at key events such as the Public Service Week Learning Carnival at the Civil Service College and Marriage Central.



We delivered repeated training sessions for staff and associates of Government of Singapore Investment Corporation; Singapore Retailers Association; Pontiac Land Group; Singapore Training and Development Association (STADA), Presbyterian Community Services, St Gabriel's Primary School; Singapore National Employers

Federation; National Dental Centre; Nanyang and Republic Polytechnics; MINDEF; INTEL and Singapore Council of Women's Organisation (SCWO).

Reaching out to parents via the airwaves

MCYS contracted us to develop and record two radio capsules providing parenting tips on Gold 90.5 and Class 95 radio stations. The messages caught the attention of audience sizes reaching the hundreds of thousands in the months of February and March of 2011.



CLASS 95 FM

GOLD 90.5 FM

In Partnering and Collaboration with Schools

Enhanced Step Up (School Social Work Service)



No case is too challenging, no case is deemed a lost cause. We collaborated with 6 schools to address at-risk issues with students and their families over the course of one year. Our counsellors conducted about 550 hours of counselling work consisting of individual, family and groupwork sessions for 106 cases. While interventions are continuing for 45 of the cases, 49 cases were closed successfully and achieved their therapeutic goals of exhibiting fewer at-risk behaviours; increased social-emotional resilience and improved relationships with peers; teachers and parents. 12 cases were terminated or closed due to transfer of student to another school; needing another service and/or poor family commitment.

ACKNOWLEDGEMENT OF PARTNERSHIP



Morning Star Community Services is a key partner of St. Gabriel's Primary School. The successful partnership started initially with a programme to equip young Gabrielites with essential life-skills and has progressed to a full-fledged community partner – in providing residential After School Care services, pupil counselling programmes, supported by MCYS as well as parent education programmes.

Good character builds inner strength and certainty of purpose guided by a moral compass. In Morning Star Community Services, the school has found a partner who shares deeply, our beliefs in the importance of character formation in building the pupils' self-confidence and self-esteem in their pursuit of curricular and co-curricular excellence.

Peter (Not his real name) was referred to us because he was found to have brought a knife to school. He could not connect with his parents or his teachers. He faced many disciplinary measures by the school including caning. He was hanging out at game arcades and spending little time at home to the worry of his parents.

The sessions revealed autocratic parenting styles and an over-focus on grades by his parents. Through future sessions, his mother put in efforts to connect with him. Though it was not welcomed at the start, she persevered and Peter said he especially appreciated his mother for sharing how she overcame the same struggles she faced when she was his age.

Today, Peter is working on managing his anger better but he enjoys a closer relationship with his mother and is able to share with her many of the problems he faces. He is coming home more often and his behavior in school has improved. Peter does a good job volunteering as a youth facilitator for the workshops that we run for children and their parents.

In Building and Outreaching to Our Community

Community Outreach & Events

With the creative themes and community efforts put in by our volunteers, our quarterly-run family-bonding night attracted an average turnout of 120 and more participants at each event.



The various themes: I Love Papa Nite, Old but Good – Grandparents Nite, Christmas Under the Stars and Games Nite, all focused on families playing and coming together. The events encouraged parent-child bonding through participating in fun activities together.



Registered Name

Morning Star Community Services

Registered address/ HQ

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Organisation's website

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Society's UEN No.

T02SS0153L

Charity Registration No.

01636

IPC Status

16 June 2003 to 31 July 2014

Auditor

Kreston David Yeung PAC

Student Care Centres:**1) Hougang Centre**

No 4 Lorong Low Koon

Singapore 536450

Tel: 62851377

3) St Gabriel's Primary School Centre

220 Lorong Chuan

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Tel: 62849524

2) Sengkang Centre

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