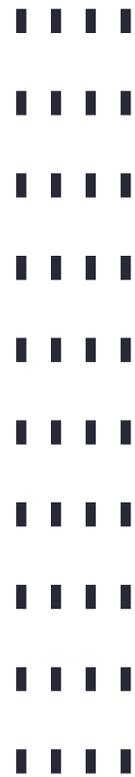




**Bilby Community
Development Ltd.**

**Annual Report
2019/20**



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Chairman's Message

ROGER ONG

"The best and most beautiful thing in the world cannot be seen or even touched – they must be felt with heart." – Helen Keller, 1880-1968.

In this COVID-19 stricken world, we need what words cannot articulate or eyes cannot visualise to touch the youths with our tender loving care... with our hearts and souls.

Bilby Community Development Ltd., a newly minted charity that seeks to "positively influence the youths of today and develop them into better leaders tomorrow".

Humbly formed and registered on 13 December 2019 as a Company Limited by Guarantee, a not-for-profit entity and been accorded the Charity status by the Singapore Commissioner of Charity on 28 April 2021.

Led by a team of very dedicated founding members, Mr Chan Wen Jie, Mr Nathanael Chia, Mr Jarren Mah and Miss Samantha Tan, it grew and gained tractions as one of the service providers to more than ten schools under the Ministry of Education's Guiding & Empowering students for Affiliation and Resilience to Unlock their Potential, better known as "GEAR UP"

I must congratulate the team that persevere on in spite all odds. Unknown and un-tested, without any track records but gained much confidence from stakeholders that places us where we are today.

I also want to welcome our new Board of Oversight (Directors) who step up to serve from 1 April 2021. Their responsibilities and roles include:

- Exhibiting excellent leadership skills to empower and motivate staff.
- Creating business strategies and monitoring their implementation to keep the organisation on the right track.
- Ensuring high-quality services and operations.

Lastly, in the face of COVID-19, Bilby continues to evolve to guide and empower the youths under our charge under this challenging environment. No efforts is spared to ensure the best programme is being conducted and strictest safe management measures are put in place to ensure the well-being of both the students and staff of Bilby.

Mission

To provide youths with a safe and welcoming environment, opportunities, and positive models for them to be themselves, showcase themselves, and to build and develop their character - not allowing their past or current self define themselves, but to work for the betterment of themselves: To redefine themselves.

Vision

Youths: Redefined.

Values

Guided by our CORE values, to lead by example, and make it the foundation of all our works.

Confidence

To show confidence in the work we do, to be confident in our approach.

Open-Minded

To be open-minded, and accepting of all individuals no matter their demographics and background.

Resilient

To show unrelenting care and support for the youths, and work tirelessly to positively impact their lives.

Empathy

To be compassionate to the youths by listening to their feelings as well as understanding their needs and wants

“Start by doing what’s necessary; then do what’s possible; and suddenly you are doing the impossible.”
- St. Francis of Assisi



Our Formation

Founded in December 2019 as a not-for-profit youth organisation, Bilby Community Development Ltd. (affectionately known as Bilby) was established with the concept of “for youths, by youths”.

Set up by individuals who have experience in working with youth and in the social sectors, the team came together to set up Bilby. The team set forth to find like-minded youths who understand the needs, wants, interests, trends, and culture of the youths, to design and craft programmes and projects to cater to the needs of the youths in Singapore - especially the underprivileged and at-risk.

A young team with big dreams, Bilby hopes to be at the forefront of youth services in the years to come, providing quality programmes and services to the youths of Singapore, regardless of their demographics, backgrounds or needs.

The goal, is to eventually setup a Youth Hub, providing amenities and facilities, engagement, enrichment and education, and one-stop social service to these youths - positively impacting their lives in a safe and nurturing environment.



BILBY COMMUNITY DEVELOPMENT LTD.

BEHIND THE NAME

The **Bilby** is an endangered marsupial living in the Australian desert. This long-tailed silken-furred mammal can be distinguished from its long snout and large ears.

A resilient survivor living in a harsh environment, we strive to take on the **bilby's** characteristics in our works:

Large Ears for Greater Hearing

- We will keep a lookout for our youths by listening to them, understanding their needs and allowing their voices to be heard.

Small But Impactful

- Though small, it can pack quite a punch (bilbies are tremendous diggers, and can move 1.5 tonnes (1500 kilogrammes) of dirt per kilogram of its body mass!)
- We strive to be impactful, and make a great difference in the lives of the youths we work with.

Great Ecosystem Engineers (**Community Development!**)

- Smaller animals and insects take refuge in the dozen of tunnels and burrows they dig - hiding from the heat and predators.
- Through our work, we hope to benefit the community as a whole, and to guide our youths to give back to the society in positive and beneficial ways.



Our Team



CHAN WEN JIE,
DIRECTOR
HEAD OF YOUTH SERVICES



SAMANTHA TAN,
DIRECTOR
(PROGRAMME PLANNING)



JARREN MAH,
DIRECTOR / SECRETARY
(PROGRAMME COORDINATOR)



NATHANAEL CHIA,
DIRECTOR / COUNSELLOR

Board Governance

DIRECTOR'S MEETING ATTENDANCE

	Roger Ong	Chan WJ	Samantha Tan	Jarren Mah	Nathanael Chia
Apr '20	1	1	1	1	1
Jun '20	1	1	1	1	1
Aug '20	1	1	1	1	1
Dec '20	1	1	1	1	0
Jan '21	1	1	1	1	1
Feb '21	1	1	1	1	1
Total	6	6	6	6	5
% Attendance	100	100	100	100	83

Our Milestones

LOOKING BACK: OUR MILESTONES

DECEMBER 2019

Incorporated on 13 December 2019

FEBRUARY 2020

Partnered with first school for our programmes (Pasir Ris Secondary School)

JULY 2020

Became member of raiSE

AUGUST 2020

Partnered with two more schools for our programmes (Christ Church Secondary School & Fuchun Secondary School)

FEBRUARY 2021

Awarded National Youth Fund Grant from National Youth Council to work on an Online App Project

MARCH 2021

As of 31 March 2021, partnered with 9 schools to run our programmes

APRIL 2021

As of 28 April 2021, obtained Charity Status from the Commissioner of Charities (COC)



2020: The Year In Review

The year 2020 has been a rough period for any businesses and organisations, and the pandemic has affected Bilby's operations just as well. Having incorporated in December 2019, the pandemic hit right about then. After Bilby was awarded its first contract, activities and programmes across the nation was suspended, and it became the only contract Bilby had going into the Year 2020.

With the nation going into lockdown, Bilby's outreach and networking efforts were halted. Finance management became a main challenge for Bilby in the coming months, with the team voluntarily not taking any remuneration to keep the organisation operational.

The team gritted their teeth, and focused on programme design and preparing for future programmes, and come July, despite the setback, managed to partner with two more schools towards the end of the year for its programme, ending off the year with three partnering schools.

With the three schools under its belt and a better understanding of the needs of the schools, Bilby began redesigning its programmes to better suit the objectives of the school. In the first quarter of the year 2021, Bilby has partnered with nine schools thus far for its programmes - two of which were returning partners from 2020.



Our Programmes

Youth Engagement Programme

This is one of our core programme provided to our partnering schools. Bilby deploys a Youth Worker to the school to run the school's after school programme, where the Youth Worker serves as a mentor and coach to the students. The Youth Worker provides basic emotional support, guidance, life skill coaching, social and emotional learning support to these students, enriching their lives while helping them build character to succeed in their own motivations and aspirations.

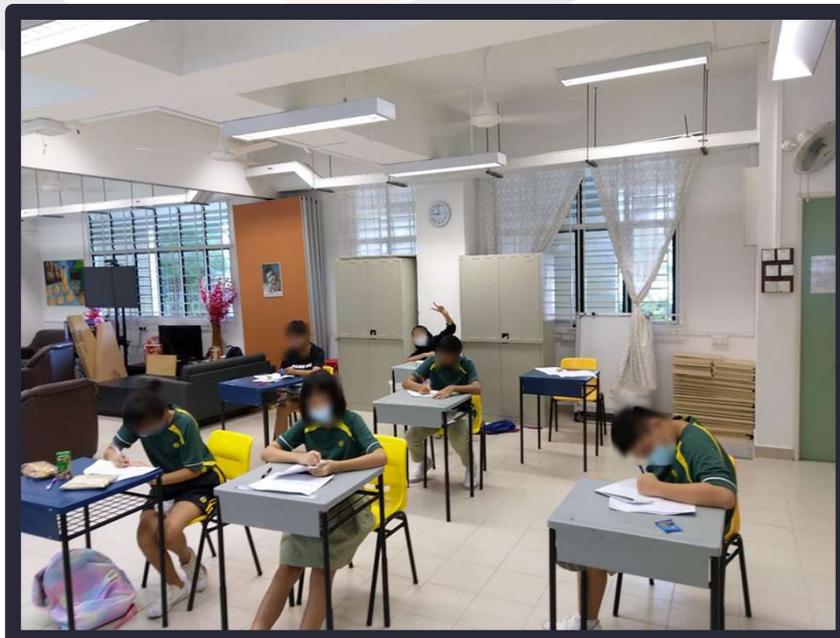
In 2020, we partnered with one school to run our Youth Engagement Programme, and as of March 2021, have partnered with six schools to run this programme.



Self Awareness and Self Management Workshops

Aimed at helping students to build character while developing a sense of self, this workshop targets youth's awareness of self, and from here help them to identify areas for character development - to help figure out who they are, who they want to be, and the path to getting there. These workshops are designed and crafted by Bilby's team of inspiring Youth Workers, who have worked with youths to understand their needs and concerns, as well as the different learning styles. These workshops are conducted through activities, games, focus group discussions as well as classroom based sessions to adapt to the various youths' interest and engagement style.

These workshops are also integrated into our other programmes (e.g. Youth Engage Programmes) to provide more depth and targeted learning and development opportunities for the youths that we work with.



Motivation Programme

Targeted at at-risk youths who are undergoing absenteeism or disciplinary concerns in schools, the Motivation Programme aims to help each youth find their motivation and aspirations to pursue on, and to be more mindful of the paths they choose. This programme seeks to allow each youth the time and space to plot their own development, all while being mentored and guided to strengthen their resolve and build character.

In the year 2020, we partnered with one school to run the Motivation Programme to help students find their motivation to attend school more regularly. As of March 2021, we have partnered with two schools for this programme - with one school engaging us further for counselling services for their students.

Leadership Workshop and Community Project

A workshop targeted at youths to develop their leadership, communication, teamwork, project management, and life skills, while working towards a community project (Values-In-Action). Youths will get to choose a project that would benefit the community or society, and undergo workshops and activities to accomplish that goal.

In the year 2020, we partnered with one school to run the Leadership Workshop. The partnered school has engaged Bilby again for the year 2021, to run the Leadership Workshop for their incoming Secondary 1 students, and to implement the Community Project module into the programme.

“

TESTIMONIALS

"Bilby's Youth Worker has been instrumental in the running of Pasir Ris Secondary School Youth Clubhouse and activities. He provided guidance and supported the HNS by conducting activities to allow them to integrate and attend school regularly.

These programmes also helped to develop them personally by emphasising on values such as responsibility and resilience. He conducted regular check-in sessions with the students and is aware of their aspirations. Students who visited the clubhouse found it easy to confide in him as he gets them to open up during informal interactions such as playing pool or board games."



Mdm Siti Mirna
Subject Head (Nutrition
and Food Science/Art)



“

TESTIMONIALS

"Christ Church Secondary School collaborated with Bilby for our school's Gear Up programme in 2020 as well as the current year. Despite 2020 being a tough and uncertain year, the school managed to engage our high needs students thanks to the support provided by Bilby. They were very accommodating and adaptable to the many restrictions and changes that were in place.

The students also had fun taking part in the community project and enjoyed interacting with the youth workers who always have their well-being in mind. It was heartening to see the students working together to give back to the community while learning more about themselves and this can be attributed to the careful planning and facilitation by the youth worker."

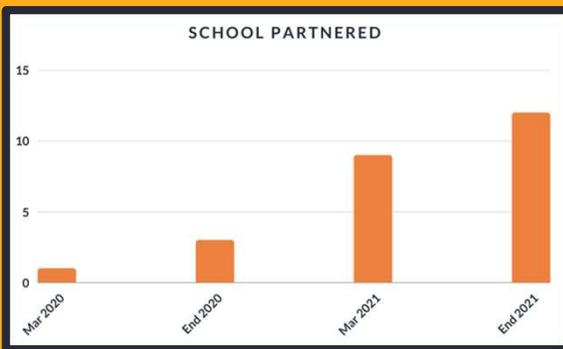


*Mr Muhamad Firdaus
Bin Mohamed Yasin
Assistant Year Head
(Upper Secondary)*



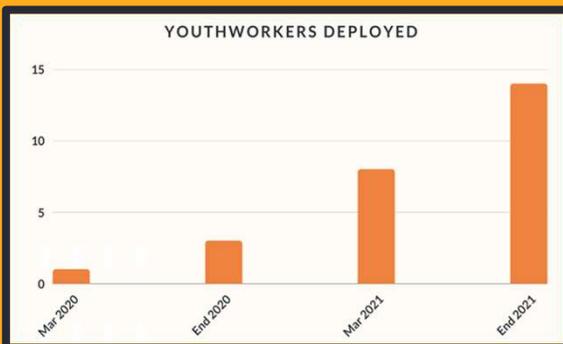
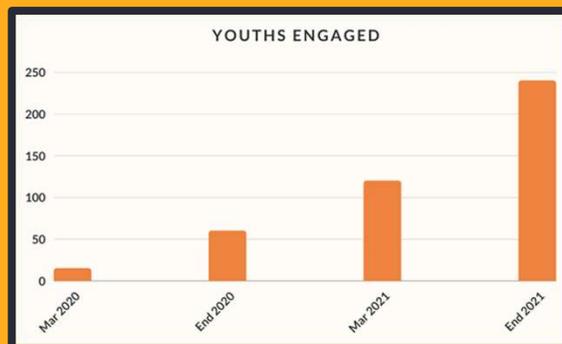
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OUR STATISTICS



Ending the Year 2020 with three partnered schools, Bilby has grown on to having partnered with nine schools in 2021. Bilby hopes to end the year with 12 partnering schools.

With an average of 20 youths engaged with each partnering schools, Bilby ended Year 2020 having engaged 60 youths. The goal for year 2021, is to have engaged 200 youths through our programmes.



To cope with the number of partnering schools and programmes, Bilby's team have grown steadily through the past two years - with hopes of more to carry on the good work provided to our partners and youths.

The Year Ahead for 2021

Having experience and track record under its belt, Bilby headed into 2021 strong and optimistic. Although started out slow, with a fierce and competitive market for its school-based programmes, Bilby slowly gained traction, and partnered up with 9 schools at the close of March 2021.

With hopes of a few more school to add on to its portfolio, Bilby began recruiting Youth Workers to bolster its strength and train for deployment. With a current number of 8 Youth Workers, Bilby is building on its team, aiming for a team size of 12 Youth Workers to carry out its programmes smoothly.

With its growing team, Bilby's plan for the year ahead includes the establishing of three new services - an Online Counselling App, Counselling Services, and a Youth Mentoring Programme.

On top of its new services, Bilby will continue to work on its Youth Engagement Programme, to design engaging and enrichment programmes for the youths they work with, and to implement new models and frameworks to ensure that its work is beneficial and effective in meeting the needs of the youths, as well as the objectives of the schools.



Our Next Project: Online Counselling App



Bilby Cares

Throughout the year, the team was constantly brainstorming to craft new programmes and means to reach out to the underprivileged and at-risk youths. We wanted to provide additional beneficial services on top of the current programmes offered to our partnering schools.

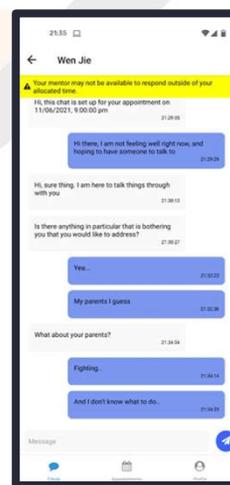
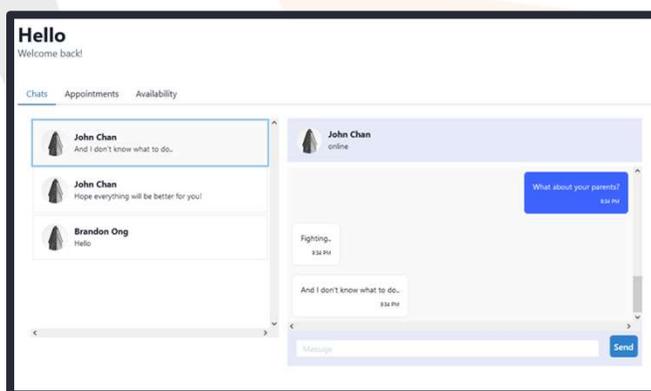
One such idea that has come into fruition, is an online counselling app, which will be offered to the youths of Bilby's partnering schools. The project has been awarded the National Youth Fund grant by National Youth Council (NYC), and Bilby is working with a partnering app developer to help develop the app.

The idea for the Online Counselling App, is to provide the youths with an online text-based platform, where the youths can reach out to mentors to find emotional support or guidance with their life. Youths who are facing greater needs are also able to arrange for counselling sessions through the app, and be able to undergo a text-based counselling session with a counsellor.

In February 2021, Bilby partnered with Brandon Ong (an independent app developer who understood and shared Bilby's passion for the project) to develop the app. As of April 2021, the app is in its prototype and testing phase.

Through the app, Bilby hopes to engage and serve more than 150 youths (aged 13 to 35), providing them with mentoring and guidance services with Youth Mentors, and counselling sessions with Counsellors.

Bilby hopes to grow the app into more than just a chat-based app. The team aims to develop the app to be more resourceful by creating a forum for users to discuss and offer peer support to those who are going through a trying time. Eventually, we aim for the app to raise awareness for mental health and well being by providing online resources, blogs and articles for anyone using the application.



Services in the Pipeline

Counselling Services

With trained and experienced counsellors available to provide counselling services, Bilby hopes to utilise their expertise and offer counselling services to the general public. Our counsellors are able to provide face-to-face counselling, group counselling, education and career guidance, consultation, conducting house visits, provide information and referrals, case documentation, and any other duties required.

Youth Mentoring Programme

Our Youth Mentors will provide one to one mentoring for youths who may require a helping hand through their different stages of life and difficult episodes. These Youth Mentors will reach out and provide guidance and support, to help the youth grow and focus on their well-being and motivations in life.

Partner With Us

Bilby believes in collaboration and cooperation with community partners, to provide help and support to each other's work in the benefit of the overall population and community (hence in our name, Community Development!).

We hope to provide our partners and the youths with beneficial programmes and services, so as to help them develop and grow their character, and in return be able to contribute to the growth and development of others in the community.

Should you wish to collaborate and partner with us, or discuss with us further on how you or your organisation can contribute to our work, and in turn how we may mutually benefit yours, do get in touch with us, and we can further discuss the possibilities!

Donate To Us

Bilby Community Development Ltd. is a registered charity with the Commission of Charities, and incorporated as a Company Limited by Guarantee. All donations received are contributed to the financing of our programmes and operations, to provide social services, enrichment, subsidies, and to benefit the clients of Bilby.

Support our cause and efforts by donating to us at the link below, or through Paynow via the QR Code.

https://www.giving.sg/bilby-community-development-ltd-_62543011



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BILBY COMM DEV LTD.



SCAN TO PAY



Corporate Information

NAME	BILBY COMMUNITY DEVELOPMENT LTD.
TYPE OF BUSINESS ENTITY	COMPANY LIMITED BY GUARANTEE (CLG)
UNIQUE ENTITY NUMBER (UEN)	201942228D
REGISTERED BUSINESS ADDRESS	267 PASIR RIS STREET 21 #08-418 SINGAPORE 510267
BUSINESS CONTACT	+65 8857 6897
BUSINESS EMAIL ADDRESS	BILBY@BILBYCDL.COM
BUSINESS WEBSITE	https://www.bilbycdl.com/



Thank You