

*Forging Forward
with Hope*

ANNUAL REPORT

For the Financial Year - 1 January to 31 December 2024

BABES PREGNANCY CRISIS SUPPORT LTD

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Our culture of deep care is the foundation of everything we do. Our supportive ecosystem is built through the dedication of staff, volunteers, partners and donors.



Chairperson's Message

It is my privilege to reflect on a year marked by aspiration, growing awareness and an enduring culture of care for every service user who turns to us in their moment of need.

Aspiration

At Babes, we believe that aspiration is the spark that leads to transformation. Our mission is to nurture these aspirations, empowering teens to see beyond immediate challenges and to imagine brighter, more independent tomorrows. This year, our holistic approach from crisis intervention to tailored empowerment programmes has enabled dozens of young women to re-enter education, pursue new career paths and rebuild self-confidence. Their journeys remind us that, with the right support, aspiration can flourish even under the most challenging circumstances.

Awareness

Raising awareness is both a responsibility and a catalyst for change. Unplanned pregnancies in adolescence remains a topic accompanied by stigma, misunderstanding and silence. Over the past year, we have amplified our outreach to young people, parents and the public, engaging partners across sectors and leveraging platforms from social media to community events.

Through education, storytelling and strategic partnerships, we have reached more young people, including boys. We have opened up conversations about sexual health, relationships and personal responsibility. By breaking down barriers and building understanding, we hope to create an environment in which young women can seek help without fear or shame.

Care

Our culture of deep care is the foundation of everything we do. Our supportive ecosystem is built through the dedication of staff, volunteers, partners and donors.

Our hope is that no pregnant teen needs to face her journey alone. Be it a listening ear on our 24-hour helpline support, comprehensive case management by our experienced social workers or practical aid from our befrienders, every aspect of our work is delivered with empathy and respect and without judgment.

The growth and engagement of our volunteer network has multiplied the warmth and care available to our service users, To our volunteers – I salute you!

Looking Forward

As we reflect on the year, we remain committed to evolving with the needs of our community. We understand the importance of adapting our services, strengthening our partnerships and deepening our work in preventive education and adolescent health.

Our vision is for a society in which every pregnant teenager feels empowered to make informed decisions, pursue their dreams and raise their children with dignity and without judgment.

I wish to express my heartfelt thanks to our staff, volunteers, supporters, donors and, most importantly, the courageous young women who trust Babes to walk alongside them. Your stories, resilience and hope continue to inspire us all.

Together, by aspiring to more, raising awareness, and acting with unwavering care, we will build a future where every young person can see a path forward—no matter how unexpected their journey may be.

With gratitude and hope,

Sophie

I believe Babes will continue to lead the way in building a more compassionate and progressive landscape for teens and the community at large.



Executive Director's Insights

As I pen this final message in my capacity as Executive Director of Babes Pregnancy Crisis Support Ltd, I am filled with immense gratitude, pride and a profound sense of fulfilment. This year marks not only the close of another impactful chapter for Babes but also the culmination of my own rewarding journey that has shaped me profoundly.

Over the years, I have had the privilege of shaping and advancing Babes alongside a passionate team, constantly experimenting, adapting and innovating to ensure we remain relevant and responsive to the evolving needs on the ground. We have embraced digitalisation, refreshed our vision and implemented stronger practices in governance and volunteer engagement to drive sustainable impact.

In 2024, we were honoured to receive the Charity Transparency Award for the second consecutive year, affirming our dedication to good governance, accountability and the trust we have built with our community. This milestone reflects the remarkable growth of our team.

From a lean structure, we have cultivated a culture of learning, innovation and compassion. Our staff have not only expanded their capabilities but deepened their impact, supporting 61 service users this year, with 83% of closed cases achieving their goals. These outcomes are a testament to their tireless efforts, thoughtful casework and a shared belief in the potential of every service user.

In addition, we conducted 15 empowerment workshops that equipped our service users with essential life skills, parenting knowledge, and career exposure, further strengthening their confidence and resilience as they navigate during and beyond pregnancy. Beyond pregnancy support, we have empowered 15 service users through our Bridging Programme, helping them return to school, pursue higher education or take meaningful steps towards employment and independence.

Equally inspiring has been the evolution of our volunteer ecosystem. What began as a small group of committed individuals has blossomed into a vibrant community of 150 volunteers, contributing more than 1,800 hours of service. From helpliners and befrienders to caseworkers and childminders, our volunteers have become an integral part of our service delivery.

I am deeply grateful for the generous support of our donors, whose unwavering commitment has been instrumental in sustaining and expanding our work. Thanks to their belief in our mission, Babes was able to raise \$279,656 in 2024. These funds have strengthened our ability to deliver impactful programmes and services.

Our partnerships have also flourished. From long-standing allies like Henna Me Pretty, Nik's Bodyworks and Pigeon Singapore to new champions like Helloflowers and Fort Sanctuary, each relationship has brought heart, expertise and resources to our mission. These connections have sustained our services and helped shift societal perceptions around teen pregnancy, fostering awareness, empathy and support. Together, we have taken meaningful steps towards promoting a more positive and supportive attitude about sexual and reproductive health, one that champions openness, respect and dignity.

I have had the honour of working alongside two remarkable Chairpersons, Sophie Mathur and Julia Raiskin, both of whom have led with wisdom, vision and clarity. Equally, I am deeply grateful to the dedicated members of our Board and Committees, whose guidance, expertise and unwavering support have been vital to our progress. Their mentorship and belief in our shared purpose have shaped me profoundly, both professionally and personally, and I am truly thankful for their trust and collaboration.

As I prepare to pass the baton, I do so with full confidence in the team and the vision we have nurtured together. Babes is well positioned for its next chapter, one that will be marked by innovation, deeper collaborations and an unwavering commitment to empowering pregnant teens with dignity, choice and informed support. I believe Babes will continue to lead the way in building a more compassionate and progressive landscape for teens and the community at large, not only in navigating unplanned pregnancy but also in advancing preventive education and ensuring a continuum of care that extends well beyond pregnancy. In doing so, we will help shape a society that embraces open, respectful conversations around sexual and reproductive health.

To our staff, interns, volunteers, partners and supporters, thank you. Your belief in our mission has made all the difference. And to all our service users who have walked alongside us and trusted us with your journey, your voice and courage are what make Babes matter.

Although I am stepping away from this role, I will always remain a steadfast advocate for Babes as a friend, supporter and believer in nurturing a society that embraces open and supportive conversations around sexual and reproductive health.

With heartfelt gratitude,

Melisa



About Us

The work of Babes Pregnancy Crisis Support Limited (Babes) began in 2005 as a programme under Beyond Social Services (Beyond). It was the first programme in Singapore that provided a targeted service to teenagers needing support with their pregnancies.

In May 2013, Babes spun off from Beyond to become a separate organisation, in order to give greater focus to the issue of teenage pregnancy. We are the only organisation in Singapore that is devoted to exclusively supporting pregnant teenagers in crisis.

At Babes, we believe in taking a non-judgemental, person-centric approach. We empower every pregnant teenager to be aware of her options and journey with her to ensure that she has the opportunity to make an informed decision regarding her pregnancy, towards the best possible outcome.

We believe that support from family, friends and the wider community is essential for a pregnant teenager to come to, and implement her decision responsibly, nurturing long-term support so as to normalise life during, and especially beyond, pregnancy. Our advocacy and outreach efforts are directed towards improving reproductive health knowledge and preventing unplanned pregnancies among teens. We are also dedicated to guiding teens and their families beyond pregnancy, to continue education and upskilling to work towards financial independence.

Babes was set up on 31 May 2013 as a public company limited by guarantee (Unique Entity Number (UEN) 201314611H). Babes is governed by its Constitution (previously referred to as Memorandum and Articles of Association). It is a registered charity under the Charities Act and has been accorded the status of an Institution of Public Character (IPC) from 1 July 2022 to 30 June 2025.



OUR VISION

To support **pregnant teens and their families** towards their **best possible future**. We work to **raise awareness** amongst teens to **prevent unplanned pregnancies**.

OUR MISSION

We provide **resources and emotional support** to pregnant teens and their families through and beyond their pregnancy journeys. We help teen parents **continue with their education** and **achieve financial independence**.

Our registered office address is:

Blk 328 Sembawang Crescent | #01-02 | Singapore 750328

24-Hour Helpline: 8111 3535 | **General Enquiries:** 6206 6641

Email: hello@babes.org.sg

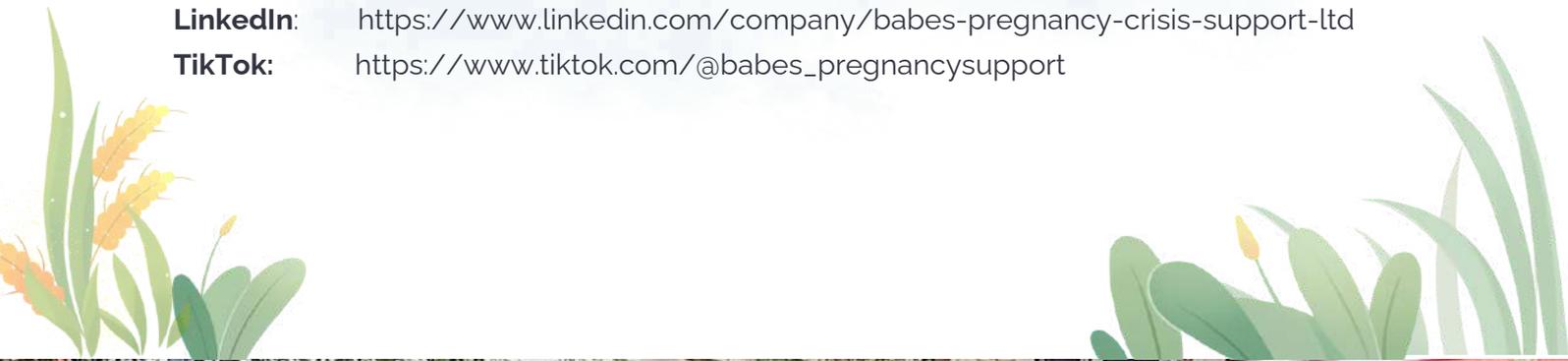
Website: <https://babes.org.sg>

Facebook: <https://www.facebook.com/babespregnancycrisissupport>

Instagram: https://www.instagram.com/babes_pregnancysupport

LinkedIn: <https://www.linkedin.com/company/babes-pregnancy-crisis-support-ltd>

TikTok: https://www.tiktok.com/@babes_pregnancysupport



Our Organisation

BOARD OF DIRECTORS

From 1 January 2024 to 31 December 2024:

NAME	BOARD APPOINTMENT	APPOINTMENT DATE	OCCUPATION	2024 BOARD MEETING ATTENDANCE
Ms Sophie Mathur	Chairperson (Effective 28 May 2022)	28 May 2019	Lawyer & Partner	5 May 2025
Dr Chua Yang	Board Director	2 Nov 2020	Obstetrician & Gynaecologist	4 May 2025
Mr Kelvin Ang	Board Director	1 Oct 2021	Group Treasurer	4 May 2025
Ms Peng Chai Wei	Board Director	1 Feb 2023	Managing Director and Head of Asean Equities	3 May 2025
Mr Daniel Tan Hai Yong	Treasurer (Effective 31 Mar 2023)	1 Mar 2023	Partner, Strategy and Transactions	5 May 2025
Ms Ryme Dembri	Board Director	1 Dec 2023	Founder	3 May 2025

COMMITTEES

From 1 January 2024 to 31 December 2024:

AUDIT COMMITTEE

Chair	Mr Kelvin Ang
Members	Ms Teng Li Yeng Ms Lucretia Aik

FINANCE COMMITTEE

Chair	Mr Daniel Tan
Members	Ms Rosalind Lee Ms Hetal Dave

FUNDRAISING & OUTREACH COMMITTEE

Chair	Ms Ryme Dembri
Members	Ms Natalya Twohill Ms Neetika Agarwal

HUMAN RESOURCE COMMITTEE

Chair	Ms Sophie Mathur
Members	Ms Shuchi Bahl (End of Term 18 Aug 2024) Ms Eng Jia Yun (Resigned 4 Mar 2024) Ms Ryme Dembri Ms Peng Chai Wei Ms Oh Chai Yee

NOMINATION COMMITTEE

Chair	Ms Sophie Mathur (wef 5 Jun 2024)
Members	Ms Peng Chai Wei (wef 5 Jun 2024)

PROGRAMMES & SERVICES COMMITTEE

Chair	Dr Chua Yang
Members	Ms Geraldyn Lim Ms Anthea Kiu Mr Mohammed Faiz Selamat Ms Cheo Pei Rong Ms Patricia Wong (wef 1 Jan 2024) Dr Serena Koh (wef 1 Jun 2024)

OUR STAFF

From 1 January 2024 to 31 December 2024, Babes had 7 full-time and 4 contract staff.



BANKER

DBS Bank Ltd
SCB Bank – Investment (FD)

AUDITOR

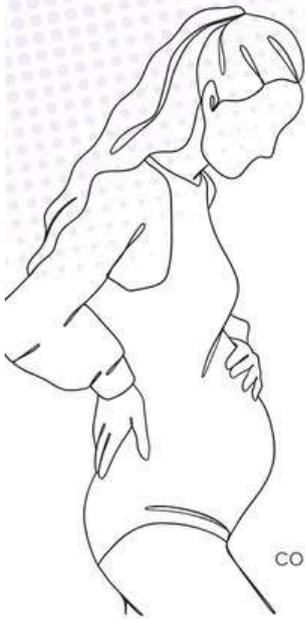
Tan, Chan & Partners

Please refer to the Charity Portal at <https://www.charities.gov.sg> for more information, including Organisation Profile, Financial Information, Annual Report and Code of Compliance.

Highlights of 2024

2024 AT A GLANCE

our services



61

pregnant teens and their families supported



226

pregnancy-related enquiries supported via 24-hour helpline

15

service users supported in the continuation of education and upskilling through the Bridging Programme



1,309

dedicated volunteer hours on the 24-hour helpline

engagements

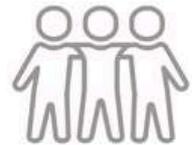
100%

satisfaction rating of our workshops by Service Users



> 200%

increase in new partners



fundraising

1,054

donors



\$276,656

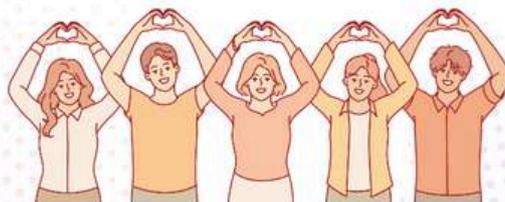
in donations raised



volunteers

270

combined individual and corporate volunteers



2,284

total volunteer hours contributed

Services and Programmes

1. ENABLING INDIVIDUAL AND FAMILIES

Through our services and structured programmes, and community engagement, we journey with pregnant teens to build a stable foundation for themselves and their families during and beyond pregnancy.

We dedicate emotional, financial and educational support to ensure that pregnant teens and their families receive the necessary guidance and resources to navigate their unique challenges.

Beyond direct support for pregnant teens, we also advocate for greater awareness of preventing unplanned pregnancy. Through outreach and education, we actively equip youths and adults to make informed decisions about their sexual health, reinforcing the importance of open and intentional conversations, safe practices, and access to support networks.

1.1 OUR SERVICES

- **24-Hour Helpline**

Our 24-hour helpline is a lifeline offering a compassionate listening ear and vital emotional support for teens facing pregnancy crises. Helpline Team Lead Spradha and Assistant Team Lead Geyendri play crucial roles in managing and mentoring our team of 35 helpliners, dedicated and trained volunteers and interns who work on a rotational basis, ensuring continuous, round-the-clock assistance for those in need.

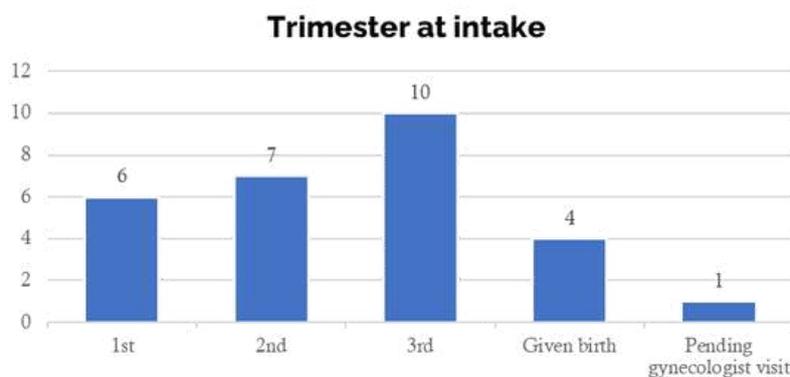
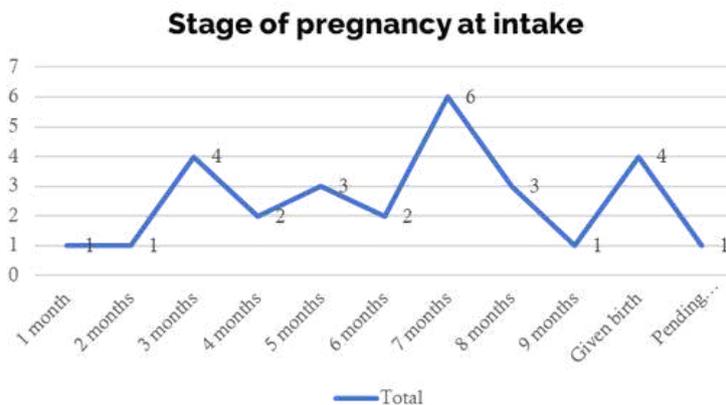
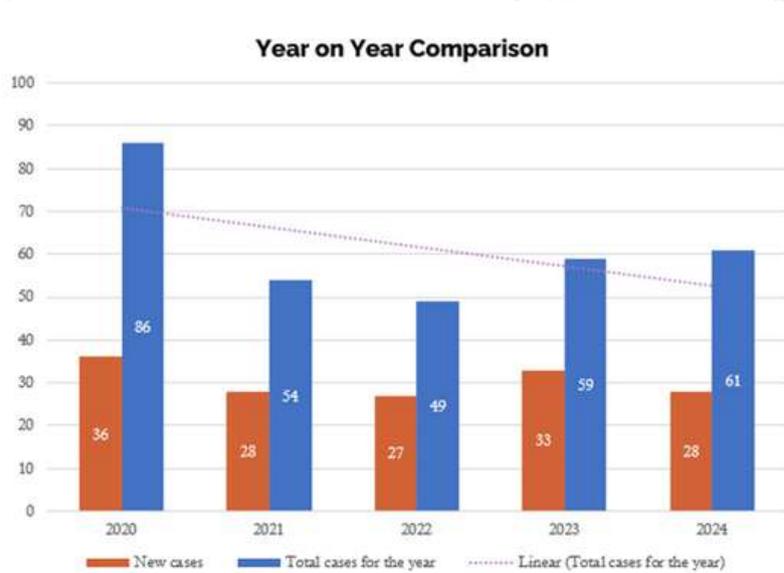
Together, they drive ongoing improvements in service quality, equipping the team to provide accurate information and empathetic guidance. Their efforts are complemented by the Case Management Team, ensuring seamless follow-up and holistic support.

In 2024, our helpline received a total of 366 inquiries, of which 226 were directly related to pregnancy concerns. Of these pregnancy-related enquiries, about 50% were initiated by pregnant teens, 30% by partners/friends or family members, and 20% from partner agencies/hospitals, schools, and ex-service users. The remaining inquiries included requests for donation-in-kind, volunteering opportunities, internships, and potential collaborations, reflecting a growing community interest in Babes' mission.

Our heartfelt appreciation goes out to our team of helpliners and team leaders for their unwavering commitment. Their collective efforts have contributed an astounding 1,309 hours of service in 2024, delivering not just information but also comfort, reassurance, and hope to those in need. Their professionalism, empathy, and dedication continue to make a profound impact on many lives.

- **Case Management and Counselling**

Our dedicated social workers adopt a proactive stance, ensuring that every young woman and her family find the required aid, bolstered with emotional support from Babes. With an 8% increase in cases in 2024 compared to the previous year, we remain steadfast in our mission. Our approach remains agile, customising solutions to fit the unique circumstances of each individual we assist.



Of the 61 total cases, 33 were cases brought forward from 2023 while 28 were new cases. The overall increase in the total number of cases managed in 2024 despite the decrease in new cases is indicative of our deeper and extended support for our girls over a slightly longer period. We foresee that a higher number of cases will be carried forward, contributing to the overall case count.

Almost all of the closed cases managed opted for parenthood, except for one who opted for abortion. New cases are still coming in late in pregnancy, peaking at seven months in the third trimester, with most of these referrals coming from other agencies such as KidStart, Family Service Centres, hospitals and schools. A significant 86% of our service users are known to the formal support system.

We note a significant 39% of new cases are still in school or officially on leave of absence. Given this significant figure, we will continue to focus on reintegration efforts back into school with support of our Bridging Programme.

The youngest service user we supported was 16 years old and the oldest was 21 years old. Most of the service users are between 19 to 20 years old, staying in rental and purchase Housing and Development Board (HDB) flats.

Of the 28 cases closed, 83% were successful closures:

- a) 23 achieved their goals: they returned to school, found employment, became homemakers, upskilled, or were referred to other agencies.
- b) 4 teens were uncontactable.
- c) 1 teen withdrew.

However, 25% of the closed cases are cases of successive pregnancy as compared to 21% in 2023.

On a positive note, 25% of our service users are already on contraceptives compared to only 19% in 2023 at the point of case closure.

- **Practical Support**

Practical support we provide to our service users and their families at different stages of their pregnancy journey includes transport subsidies, formula milk, diapers, grocery vouchers, pre-and-post-natal care such as massage and confinement food, and grief hampers for those experiencing pregnancy or child loss.

In 2024, we supported more than 40 families with formula milk and diapers, strollers and provided pre-and post-natal massage, confinement meals and grief hampers. This was made possible in collaboration with sponsors and partners.

We are especially grateful for Pigeon Singapore for its long-time sponsorship of newborn hampers, and partners such as Bugaboo, Nik's Bodyworks, Mama J and Hello Flowers! Singapore for their support of our work and cause. For pre-and-post-natal services such as provision of strollers, massages and confinement meals, a co-payment system is put in place to encourage ownership and responsibility among our service users.

Through practical support and services, we aim to create a stable and nurturing environment for our service users and their families, empowering them to focus on their personal growth and reintegration into the community.

2. EMPOWERING INDIVIDUALS

Our strategy of holistic support of our service users through different phases of pregnancy and beyond focuses on equipping them with essential skills at various stages to ensure a smooth transition back to the community. Working with different stakeholders and partners, we provide comprehensive support that addresses both social and economic aspects of community reintegration, equipping our service users to navigate their journey during and beyond pregnancy with confidence and resilience.

2.1 OUR PROGRAMMES

- **Empowerment Workshops**

Parenting and Childcare

In partnership with LoveAmme and jointly organised with HCSA SPIN, we put together a hands-on weaning workshop focused on nutrition and food preparation that was well-received by our service users. Workshop participants received sponsored goodie bags comprising weaning items such as silicon trays, utensils and bibs.

Another partner, Wellbub, plugged us in with its well-connected community of services and businesses for mums and jointly-organised a two-day workshop focused on parenting skills, including sleep clinic sessions by UpChild Sleep Consulting, infant first aid by First Aid Tuition, and a mother-child photography session by Palita Photographer that provided our participating service users keepsakes for mother and child.

Career Exposure and Skills Building

A positive body image and understanding of how to dress professionally are important to building self-confidence. As part of our efforts to create opportunities for personal development, we partnered Love, Bonito a Singapore womenswear brand and organised a half-day visit to their office to expose our service users to the fashion and retail industry. The visit included an office tour, exposure to various roles and career paths as well as a workshop on personalising and creating suitable wardrobe for work.

Upcycling using fabrics and old clothes can be a useful life skill. Our partner, Fashion Parade, a community for sustainable and circular fashion, conducted a craft workshop with our Bridging Programme teen mums. Besides learning about sustainable fashion, participants also got to craft their very own keychains and collaborated on a large canvas piece spelling out the Babes name. With special thanks to volunteers and ladies from the Indian Women's Association who helped with childminding, our service users could focus on the engaging workshop.

In the spirit of innovation and creativity, we collaborated with Jayne Ng, an entrepreneur, in jewellery design, and organised a two-day jewellery design workshop with our service users. Our work and cause resonated strongly with Jayne, who like us, was keen on potentially cultivating talents for the field that could help our teen mums thrive. Dainty jewellery design pieces created by participants during this workshop were adapted for our fundraiser, resulting in two beautiful butterfly ear stud designs that symbolise the transformation of our service users.

Health and Wellbeing

Reproductive and sexual health education plays a pivotal role in our upstream preventive work towards unplanned pregnancies among teens. In conjunction with Mother's Day, we collaborated with key partner and co-organiser Merck Sharp & Dohme (MSD), as well as supporting partners Project Obscura and Watsons Singapore in a celebratory family event. The informative and fun-filled evening at the MSD office brought service users and their families together in an informative session on the Human Papillomavirus (HPV) and its prevention, interactive activities that included capturing memorable moments at a photo booth by Project Obscura and creating photo scrapbook keepsakes sponsored by MSD, scrumptious dinner and Watsons-sponsored Mother's Day care packs.



• Peer Support Group

Peer Support Groupwork (PSG) aims to foster social networks among our service users, enhance communication skills, and increase social support and functioning. In 2024, three PSG sessions were organised, each offering unique experiences to engage, uplift and empower our service users:

- A therapeutic and sensory-rich experience with microgreens and edible flowers promoting mindfulness and self-care with our partner Hello Flowers!
- A creative workshop of self-expression, reflection, dream envisioning and emotional healing with Singapore Association of Mental Health (SAMH) using art, combined with an interactive and sponsored Grocery Buddy session with DBS GFM Gender Diversity Council
- A mother and child bonding session with a Halloween-Disney themed dress-up and photography party made possible in collaboration with Project Obscura and Cosplay Ventures

In line with the PSG's therapeutic focus, we expanded our efforts through collaborations with corporate partners, creating opportunities for meaningful community engagement, strengthening our ecosystem of care and reinforcing the importance of collective responsibility in support of our service users on their journey towards resilience, independence and empowerment.

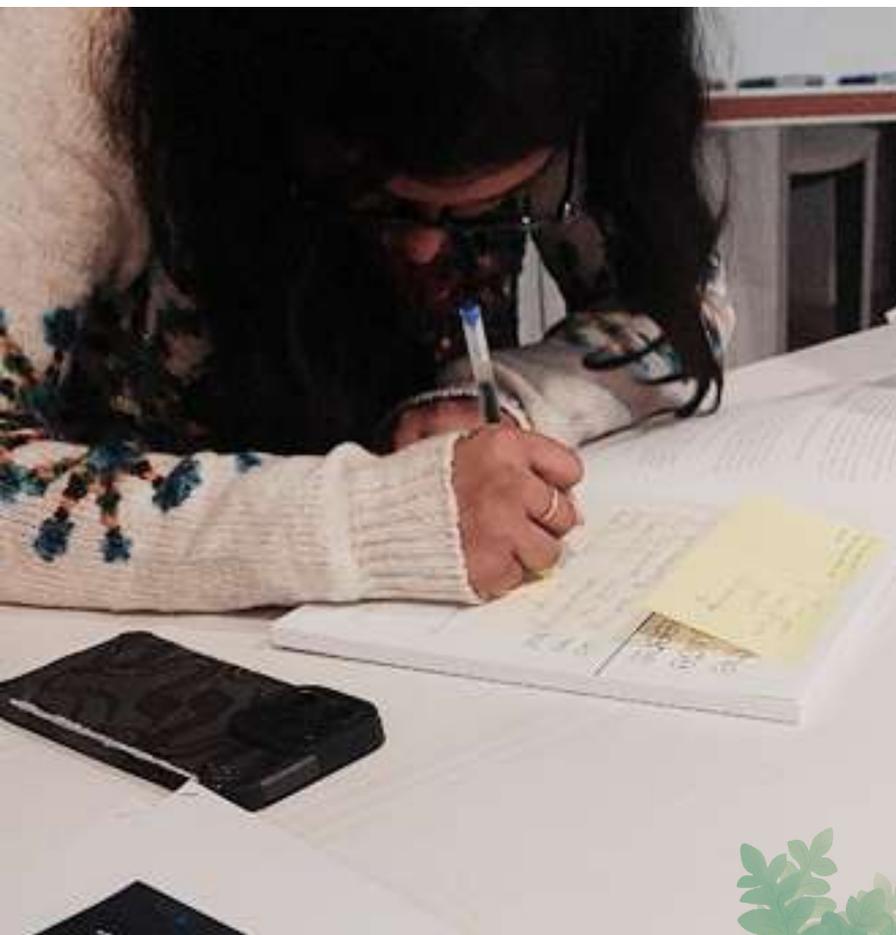
Looking ahead, we remain committed to expanding and refining our PSG as a meaningful platform for our service users to heal, connect and grow.



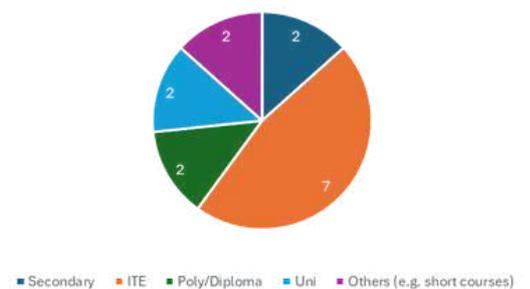
• Bridging Programme

Our Bridging Programme is holistic. Service users who arrive at a stable point beyond their pregnancies can begin to focus on the next stages of their lives, such as returning to school, upskilling or seeking employment. Beyond providing practical support including school-related expenses and grocery vouchers, the programme fosters connections and peer support, and empowers young mothers to gain confidence, resilience and a sense of purpose. In 2024, we supported a total of 15 service users in the programme, seven of whom were new to the programme and two services users are currently pursuing their university education. The year also saw more supporters joining our bandwagon to enable the future for our service users:

- Soroptimist International of Singapore (Garden City) generously sponsored two service users for a year.
- Supportive social service agencies (SSAs) in the ecosystem, such as The Singapore Indian Development Association (SINDA) connected our service user with its partner Kaplan Singapore where she is pursuing her university education.
- The Sunshine Trust, focused on offering assistance in the field of education, single parents and medical needs of those in need has come alongside us to financially support one of our service users with her university education fees and financial needs.[MW1]
- In partnership with Ms Josephine Ong, an experienced mentor with the RISE & SHINE Programme, we successfully piloted two sessions of one-on-one coaching with personalised guidance with another one of service users. The programme empowers young mothers to live with meaning, purpose, and clarity as they navigate their educational and career journeys.



Educational Institution



Specialisation



3. ENGAGING THE COMMUNITY

3.1 YOUTH OUTREACH

We take a three-pronged approach to engaging our young people to create an awareness of our cause and address unplanned pregnancies. Through collaborations with educational and tertiary institutions, open conversations and meaningful interactive workshops, we create a safe space for healthy curiosity and equip our young to be knowledgeable and informed individuals.

In 2024, our youth outreach efforts made significant strides towards establishing a society where young people have the support and resources to aspire and make healthy choices with a myriad of engagements with ongoing educational and association partners Assumption Pathway School and Girl Guides Singapore and new ones such as, Temasek Polytechnic, New Life Community Services and the Asian Medical Students' Association Singapore (AMSA SG).

These collaborations are part of our holistic approach to creating a supportive ecosystem for our service users by integrating educational initiatives, community engagement, and direct support. We look forward to continuing more of such impactful engagements and outreach.

Key highlights include:

- As part of our collaboration with the East Asian Medical Students Conference (EASMC) and the Asian Medical Students' Association Singapore (AMSA SG), we hosted 26 students from the National University of Singapore (NUS) Yong Loo Lin School of Medicine and Nanyang Technological University (NTU) Lee Kong Chian School of Medicine to deep dive and understand the teen pregnancy landscape in Singapore. Discussions were insightful and facilitated the exchange of meaningful ideas to drive change and progress efforts in women's health and empowerment in Singapore. The students also contributed by packing and sorting items for delivery to our service users.
- Separately, at the AMSA SG's seminar "Talking about Sex and Sexuality: On-The-Ground Perspectives" that was open to all NUS students, we provided crucial insights and perspectives on patient experiences, enhancing the students' understanding of sexual health and patient care for teens. The seminar served as a prelude to a clinical communications workshop held across two weekends, where medical students explored sexual health conversations in simulated consultation settings. It also fostered important empathetic and non-judgemental conversations about sex, sexuality and sexual health.

- At the Girl Guides Singapore Divisional Learning Day, the 37 participants at our Female Empowerment Workshop immersed themselves in an interactive and inspiring drama session that strengthened their sense of self and confidence, deepened their understanding of empowerment, and explored the essence of healthy relationships. The girls cheered each other on in their collective journey of growth and reflected on how healthy connections can fuel their dreams and aspirations.
- In collaboration with New Life Community Services, we conducted a workshop for adolescent girls in the upper primary and secondary school levels to explore self-esteem, healthy relationships, and critical thinking. Involving relationship flag exercises, games and discussions about healthy and unhealthy relationship dynamics, the workshop empowered participants to make informed choices, fostering resilience and a supportive peer environment.
- In partnership with Temasek Polytechnic's Peer Supporters Interest Group, we conducted a workshop aimed at guiding peer supporters, often seen as approachable figures with empathy and equipping them with the knowledge and skills to guide, assist and support peers facing an unplanned pregnancy crisis. This initiative is part of our ongoing efforts to empower youths and equip them with the tools to be effective changemakers in their communities.



3.2 PARTNERSHIPS

Partnerships and collaborations are fundamental to garnering broader community support to destigmatise teen pregnancies, prevent unplanned teen pregnancies, and raise contributions for the continuation and sustainability of our work and cause. Through the integration of skills-based contributions, sponsorships, ad hoc support, and active participation in events and campaigns, we have established mutually rewarding relationships with our corporate and community partners. These collaborations enable us to amplify our collective impact in addressing the needs of our service users and promote sexual health education in Singapore.

In 2024, we deepened and diversified our partnerships with a range of corporate and community collaborators who brought heart, expertise, and resources to our mission. From long-term allies to first-time supporters, each partnership strengthened our collective impact on the lives of pregnant teens in Singapore.

These collective efforts not only helped sustain our services, but also fostered a broader societal shift in the way teen pregnancy is perceived and discussed. We are deeply grateful to every partner who journeyed alongside us this year, demonstrating that when we work together, we can break cycles of disadvantage and build communities of support, empathy, and hope.

Babes is thankful to have the support of our partners across different sectors who have offered invaluable help to us. From financial aid, to services, and practical support, this enables us to better support our service users.

• Corporate Engagement

This year also marked a notable shift back to in-person engagements, with growing interest from corporates focusing on **DEI (Diversity, Equity & Inclusion)** and **women empowerment**. These engagements were intentional and curated—including lunch talks, skill-building workshops, and sharing sessions—allowing our partners to connect directly with our mission. We also initiated partnerships within the Social Service Agency (SSA) ecosystem to foster sustained corporate giving and employee volunteerism.

Annual partners **Pigeon Singapore** and **META** have been steadfast and impactful in their support whether through generous sponsorships of newborn hampers or helping us to build organisational capacity, enhance our services, and develop new programmes.

Key corporate partners such as **Osttra**, **Steelcase**, **Bank of Singapore (BoS) Global Network Client Advisory (GNCA) Employee Engagement Committee**, **DBS GFM Gender Diversity Council**, and senior corporate women network **Pheonixus** played significant roles in providing platforms to broaden our awareness outreach to different audience groups, foster deeper connections and conversations, and provided strong support both in funding and hands-on involvement.

Other organisational partners like Sprinklr and networks like Indian Women Association not only rolled up their sleeves and supported us through staff volunteering at our office, they got to know us better and shared our work within their networks.

Additionally, specialised partners like **Fort Sanctuary, Hello Flowers!, Illumia Therapeutics, Love, Bonito, Little Social, Simple Indulgence, Wellbub – First Aid Tuition, Ohana Therapy, Palita Photographer, UpChild Sleep Consulting** and jewellery entrepreneur **Jayne Ng, People's Association** and non-profits like **Brands for Good** and more brought their expertise and networks to drive positive social impact with us through service user engagements, sponsorships, generous giving, connections and collaborations.

Together, these partnerships created a ripple effect of awareness, empowerment, and support—enabling teen mothers not just survive, but thrive.

- **Community Partnership**

In 2024, Babes strengthened its community outreach efforts by hosting visits from organisations such as **Beyond Social Services, Melrose Care, Singapore Indian Development Association (SINDA)** and **Woodlands Health** to deepen mutual understanding of the challenges and aspirations faced in space we each occupy in the social ecosystem. These engagements create opportunities to explore how we can better maximise and leverage one another's expertise in support of those who require and benefit from our services and programmes.

By drawing on our collective experience and sharing insights, we were able to hone in our reservoir of knowledge to discuss potential areas for collaboration and ways to strengthen existing supportive networks.



3.3 FUNDRAISING

We continued to build on and refine our successful fundraising strategies in 2024, setting ambitious targets and leveraging key campaigns to maximise impact. Supported by various partners and initiatives, we stayed attuned to our donors and supporters, and adopted a diverse and robust approach to fundraising.

We exceeded our goal of raising \$250,000 for the year with a total of \$274,503.85 funds raised in support of our work and cause. .

- **Steady Fundamentals**

Government grants and subventions, targeted ask from foundations and trusts, and general public appeals form the foundation of our fundraising approach, stabilising efforts and providing an overall reliable flow of funds.

- **Dollar-Matching Initiatives Supported by the Tote Board Enhanced Fund-Raising Programme**

- **Enabling: Elevating the Well-being of Pregnant Teens** Funds raised will provide holistic support for pregnant teens, addressing physical, emotional, and mental health challenges, including grief and loss. By empowering young mothers and fostering community resilience, we aim to build stronger support systems and create a nurturing environment for every teen mother.
- **Empowering Teens in Reproductive Health** Funds raised will empower individuals to prevent teenage pregnancies and foster a better understanding of reproductive health. This initiative aims to create a proactive, informed community where teens can thrive and make responsible choices about their health and future.

- **Annual Online Campaigns**

Our ongoing annual online campaigns, Happy Stork and Chance to Dream, have been pivotal in supporting our service users through challenging times. Happy Stork provides essential items such as milk and diapers, ensuring that young families have the basics they need while they focus on their future. Chance to Dream (Bridging Programme) offers young mothers opportunities for education, skill development, and employment. Although both programmes do not qualify for dollar matching as we have been matched before, they remain crucial to our mission and continue to make a significant impact on the lives of those we serve. In our campaigns, we emphasise that everyone can play a part in the essential support and giving to sustain these vital initiatives and contribute to the well-being of our service users.



- **Experiential Fundraising**

In 2024, our diverse and impactful fundraising initiatives reflected our commitment in engaging the community, fostering partnerships and creating memorable experiences for our donors, supporters and friends. These efforts also contributed to our dollar-matching campaigns, significantly boosting our fundraising impact.

- **Seasonal and Themed Fundraisers**

- **Happiness in a Cup**

In May, Phoenixus partnered with us for the Mother's Day collaboration, Happiness in a Cup. This initiative ran over two sessions on 1 and 11 May 2024, hosted at Fort Sanctuary, attended by 18 guests. The event combined the celebration of Mother's Day with the comfort of a 3-course tea experience, creating a memorable and impactful fundraising event. Project Obscura supported the experience with event coverage and a photo booth ensuring everyone had keepsakes to remember the day. Thanks to the generosity of attendees, we raised over \$3,000.

- **Mid-Autumn Festival—Moonkissed Brews**

To mark the Mid-Autumn Festival, we organised Moonkissed Brews on 13 and 14 September 2024 in partnership with Fort Sanctuary and Simple Indulgence. Fort Sanctuary hosted the event attended by 38 guests, featuring a specially crafted teddy bear-shaped mooncake by Simple Indulgence. This festive celebration included a 3-course tea experience, harmoniously paired with the limited edition mooncakes. The event helped raise close to \$3,500, providing vital support for our cause.



• Impactful Events and Influential Networking Platforms

• Boutique Fairs

We participated in both the Spring and Gifting editions of the Boutique Fairs each year, with venue support from **Boutique Fairs Singapore**. The event was an important part of our outreach and fundraising efforts, through which we successfully raised about \$17,400. We partnered with **Henna Me Pretty**, **Simple Indulgence**, **Tily Tea** and **Asherknot**, a service user who specialises in crochet, to create a vibrant and meaningful experience for attendees. These partnerships provided our collaborators with an opportunity to give back, support our cause and raise awareness in a tangible and heartfelt way.

• Butterfly Effect

In partnership with **Little Social**, we organised a mini fundraising dinner called "Butterfly Effect" on 15 November 2024 and took the opportunity to launch the butterfly ear studs before Boutiques Fair. The event featured a delightful Peranakan meal and was attended by 24 guests, adding a cultural touch to the evening. Little Social continued to be a valuable partner in our fundraising efforts, contributing through this event. The theme and objective of the event were to share the transformative work and journey of our girls. We raised \$23,150 and engaged our community and supporters, making a significant impact on our fundraising goals.

• Future Goals

Looking ahead, we aim to build on the success of our 2024 fundraising efforts by strengthening corporate partnerships and enhancing our online presence. Our goal is to ensure sustainable growth and maximise supporter engagement, enabling us to provide even greater support to our service users. To achieve this, we will promote sustainable giving by encouraging regular donor contributions, ensuring a steady stream of support for our programmes. We will also prioritise donor engagement through regular touch points such as newsletters, events, and personalised updates, fostering a deeper connection and commitment to our cause.

By integrating sustainable giving and maintaining consistent donor engagement, we aim to create a resilient and supportive community that drives our mission forward. This strategy will enhance our fundraising capabilities and strengthen relationships with our donors, ensuring continued vital support for our service users.



3.4 VOLUNTEER MANAGEMENT

We are deeply uplifted by the unwavering love and support generously extended by our dedicated volunteers and partner organisations. Their commitment has been the driving force behind our mission, enabling us to reach and support more teens facing unplanned pregnancies.

This year, our volunteer community grew to an incredible 150 members, collectively contributing 1,831 hours of service. Their invaluable efforts span a wide range of activities, from packing and delivering essential items to our service users, to actively participating in major fundraising events such as Boutique Fairs. Additionally, their engagement in outreach activities during MSF Year of Celebrating Volunteer Festival helped to raise public awareness of teenage pregnancy in Singapore, our work and social cause, and extend our support network.

Concluding the year with the Volunteer Gathering and Volunteer & Partner Appreciation event and reflecting on our journey, we cherish the lessons learned, the lives touched and the deep bonds forged. The dedication of our volunteers and partners continue to inspire us, and we look forward to building an even stronger community of support in the years to come.

\$64,000

savings per annum
(based on an executive role)

150

Babes' volunteers



120

corporate volunteers

1,831

hours contributed

453

hours contributed

- **Volunteer Engagement**

- **Training and Development**

Recognising the importance of ongoing education and skill enhancement, we have partnered with organisations such as Red Cross and SMU Pro Bono Centre to provide training sessions for our volunteers. These sessions equip them with the knowledge and skills needed to better support our services. This year, we have also begun looking inwards, tapping onto the expertise of our volunteers to curate training sessions. This approach allows us to leverage their unique skills and experiences, fostering a more collaborative and enriching learning environment.

- **Pregnancy Self-care Training**

We successfully conducted an in-person Pregnancy Self-Care training session, led by our dedicated volunteer Heather Lai, Nursing Officer and Clinic Manager at Tony Tan Women and Fetal Clinic, Mount Alvernia Hospital. This session equipped our volunteers and staff with essential knowledge and practical tools to provide informed and compassionate support to our beneficiaries throughout their pregnancy journey.

Participants gained valuable insights into key self-care practices and strategies, enabling them to better support pregnant service users, their friends, and family members. This invaluable training strengthens our collective proficiency in supporting and championing the well-being of teens navigating pregnancy, ensuring they receive the guidance and care they need.

- **Befriender 101 Training**

We take pride in fostering a culture of continuous learning, ensuring that our organisation remains agile and resilient in addressing both current and future challenges. Our inaugural Befriender Training, led by our Senior Social Worker Siti Fatimah and Volunteer Caseworker Jenny, brought together our dedicated volunteers of the Babes Befriender programme, a close-knit group that plays a crucial role in providing essential support to our service users throughout their journeys, to learn about the Singapore Social Service Landscape, Boundaries & Limitations of a Befriender, and Common Pitfalls of a Befriender.

The session provided a safe and supportive environment where our befrienders could openly share their experiences, discuss challenges and insights and undertake practical exercises, accentuating skills in connecting with our service users.



- **Annual Volunteer Gathering**

Our Annual Volunteer Gathering 2024 was a heartwarming reunion of our incredible volunteers, dedicated staff, and supportive Programme and Services committee members. This cherished tradition which began three years ago serves as a meaningful way to deepen connections, reflect and share stories and celebrate our shared commitment to supporting young mothers.

This year's gathering was particularly special as we explored the art of Kokedama—a Japanese botanical practice that embodies the philosophy of wabi-sabi—finding beauty in imperfection and appreciating the natural flow of life. Under the guidance of our wonderful trainer, participants got their hands dirty, crafting their own Kokedama plants and embracing the joy of creativity. By fostering a sense of community and appreciation, we continue to strengthen the foundation of support that makes Babes a safe and empowering space for those in need.

- **MSF Year of Celebrating Volunteers 2024**

At the Volunteer Festival, organised by the Ministry of Social and Family Development (MSF) in conjunction with the Year of Celebrating Volunteers 2024, we rallied the community to step forward as volunteers, reinforcing the importance of sustained engagement in the social service sector. Our Executive Director, Melisa Wong, took the stage to share how we journey alongside and support pregnant teenagers, highlighting the critical role of our volunteers in empowering them towards an enabled future, breaking out of the disadvantaged cycle.

Our heartfelt appreciation goes to our dedicated volunteers, whose passion and commitment made our booth a success. We also extend a warm welcome to the new members who joined our volunteer family.

- **Celebrating Our Volunteers and Partners**

We had the pleasure of hosting a unique and exquisite tea experience, "Exploring the World of Specialty Tea," at the beautiful and serene Fort Sanctuary, one of our corporate partners. This event was exclusively curated for our valued volunteers and partners as a token of appreciation for their unwavering support and dedication to Babes. It was a celebration of community, compassion, and the collective effort to support young mothers and their children.

The day was filled with delightful conversations and meaningful connections while exploring some of the finest teas from around the world. Every moment reminded us of the powerful impact that kindness and collaboration can have. It was inspiring to see so many of our volunteers and partners come together with a shared mission.



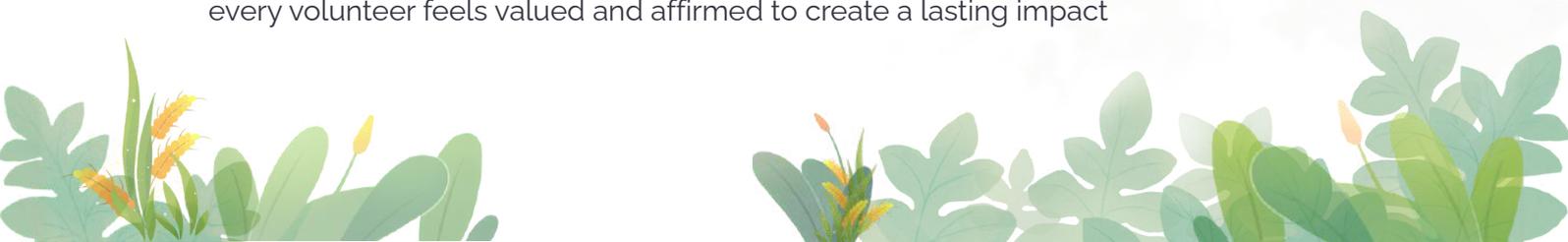
- **MSF Volunteer Night Out at Universal Studio**

As part of MSF's Year of Celebrating Volunteers, our volunteers and staff were invited to a fun-filled evening at Universal Studios Singapore (USS), in appreciation for their dedication and hard work. This event provided the opportunity for our volunteers and staff to unwind, connect, and celebrate their invaluable contributions, fostering a deeper sense of community and gratitude within the Babes family.

- **NCSS Volunteer Management Champion**

The NCSS Volunteer Management (VM) Champion Programme is more than just a leadership initiative—it is a dynamic movement aimed at nurturing a select group of passionate Volunteer Management Practitioners into subject matter experts and advocates for strategic volunteer management. This year, we are proud to announce that our very own Volunteer Manager Patsy Ang has been appointed as a VM Champion. Patsy's dedication and leadership, alongside the efforts of our volunteers, have significantly elevated our work and impact.

As Patsy embraces this new role, we look forward to collaborating with fellow Champions to further augment volunteer management practices and uplift volunteer experience across the sector. Together, we can foster an inclusive and dynamic community where every volunteer feels valued and affirmed to create a lasting impact





There's a Japanese proverb, "Fall seven times, stand up eight" – every time you fall, it is a setback but you can stand up again and try again. I am now more resilient and determined to accomplish my goals.

~ Ex-service User Elsa ~

Service User Elsa's Story

PIVOTAL PILLARS OF SUPPORT

Lost and Isolated

When I found out I was pregnant in 2020, I was lost and isolated. Not only was it during the COVID pandemic, but instigated by my ex, my friends started to avoid me.

Rather than abort the baby, I chose to become a mother. I am so thankful for my mother, who respected my choice. Without her, I wouldn't be what I am today. She spent much time talking to my deeply-religious father, who wanted me to abort. He finally came around to support me and my child.

I had my parents' support, but they didn't know how to help. Then, a social worker referred me to Babes. Sheila, a Babes volunteer, and Siti, my caseworker, gave me emotional support, helped me figure out my feelings and deal with them in a positive manner. They did not treat me as a child, but made me feel like my opinions mattered. I did not expect to be able to connect so well with them.

Uplifting Self-Love

Babes encouraged us to love ourselves. During a workshop on love languages, I found myself thinking more deeply about how love is not just physical. It strengthened the realisation that I do not need to give my body to be loved or validated. This is something that I want to instil in my child. You can have many people who love you, but you have to love yourself.

Babes also arranged activities for us such as crafts or exercise lessons, and gifts for my daughter's birthday and Christmas. I remember a journalling workshop that taught us about penning our plans for the year. I've kept the board that I created during the workshop and it reminds me about my goals.

Safe space and peer support

Through the chats with Sheila and Siti, and the activities that Babes organised, I had a safe space where I could voice my feelings and opinions. They always welcomed me with open arms. Babes allowed me to connect with other young mothers – every workshop was a peer support group opportunity.

My mother is also safe space. During my teen years, I used to hide things from her. I saw her as restricting my freedom. But now, I realise she just wanted the best for me, she wanted to protect me. I can talk to her freely without judgement.

Goals and empowerment

I promised my mum to continue my studies. After a one-year break to give birth and spend time with my baby, I went back to school – a new school, a new beginning. Babes supported me through a bridging programme. I received funds to help with transport and food whilst I studied. When I needed career advice, they provided recommendations and linked me to relevant talks.

I used to be very negative, but Babes helped me realise I had options. I learnt how to direct my thoughts positively, set realistic goals, and work towards them step by step. I focused on my studies, did well in my exams, and I got into the course that I wanted. Before I had my girl, I was only focused on having fun. When she was born, my goal to graduate became clear.

Don't give up

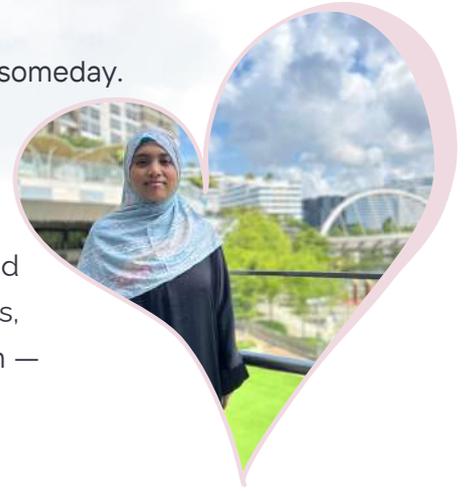
I may have made a bad choice but I am trying to become a better version of myself. Changes don't happen overnight. If you see me struggling, please don't judge me, because I'm trying to become better. There's a Japanese proverb, "Fall seven times, stand up eight" – every time you fall, it is a setback but you can stand up again and try again. I am now more resilient and determined to accomplish my goals.

To others in the same situation, I say find someone you really trust and talk to them. Always remember it is not the end, it is the beginning of a new chapter, even if it is not what you'd planned. Whenever you feel like giving up, remember that your child will always need you. Be the woman you want to be, so your child can look up to you.

I won't forget what Babes has done for me, and I plan to pay it forward someday.

Elsa's Mum's Insights - Being A Safe Space

I hadn't heard about Babes, but after I did some research, I felt that Babes would be beneficial for Elsa. Babes helped her to open up and engaged her with activities. Babes encourages these young mothers, and lets them know that they do not need to give up their education — they can get out of the situation, be independent and take care of themselves and their babies.



As parents, we want the best for our child, so when things don't go the way we want, we tend to be very upset. That's when parents take drastic actions. Initially we did not want her to keep the baby. We had a good discussion, and then tried to see things from Elsa's point of view. We'd wanted to separate her from her child, but it would have broken her heart. I told my husband, "let's make a deal with her – if she keeps the baby, she will need to continue her studies. The goal for her to study, get a good job, support herself financially remains the same as before. Just that this time, she would have a child."

Some of our family members were against the decision, even now. However, we don't regret the decisions we made; we stand by Elsa. Our child's support is us, her parents. If we push our child away, where would she go? She would turn to people outside the family, and that's when things will go awry.

I won't hide the fact that I have a grandchild. I want Elsa to own the responsibility of bringing up a child, of being a mum. Her parenting style is different (sometimes opposite) from mine, but I respect it. We understand that she doesn't have a husband to lean on, so my husband and I will help her. We will always be there for her.

Now Elsa knows what she wants and she works for it. She has bounced back. She's a single mum but she can still achieve her goals and can still make her parents proud. We will not forget Babes, who helped us during the hard times.

I had to grow up overnight. But just like the phoenix, I shall continue to rise from the ashes and bask in the bittersweet beauty of motherhood.

~ Ex-service User Sha ~



Service User Sha's Story

RIISING FROM THE ASHES: MY UNEXPECTED JOURNEY INTO MOTHERHOOD

A Sudden Transition into Motherhood

At 16, fresh from completing my O-Levels, I became a mum overnight — literally. I had not known I was pregnant. My cycles were always irregular, and I did not notice any symptoms. The realisation only came when I was in intense pain, with cramps and the urge to push. It was my mum who pieced things together and called the ambulance. That moment changed everything.

The birth was a blur of pain and confusion. My daughter was placed in the Neonatal Intensive Care Unit, as I had not gone through any prenatal care. I did not get to see her until the next day. That first night alone in the hospital was the loneliest I have ever felt. My parents were not able to stay, and while I was still in a relationship with the baby's father, it was a toxic one. I was scared, confused, and completely unprepared for motherhood, judgment, and for what came next.

That day, I had to grow up overnight. But just like the phoenix, I shall continue to rise from the ashes and bask in the bittersweet beauty of motherhood.

Finding Hope Through Babes

The day after I gave birth, a Medical Social Worker at the hospital introduced me to Babes. When she mentioned the support available for teen mums, I felt a flicker of hope. Babes stepped in with essential financial assistance and supplies – vouchers, milk, diapers – and connected me with their Peer Support Group. These small but vital acts lifted a huge weight off my shoulders. They allowed me to take responsibility for my daughter without further burdening my already supportive parents.

But what truly stayed with me was the emotional and psychological support from my Babes caseworker. As an only child, I had always longed for an older sibling. She became exactly that – someone to walk alongside me, to listen without judgment, and to reassure me that I was not alone. In those early, disorienting days, that made all the difference.

From Isolation to Empowerment

I often think back to how surreal those first few weeks were. One moment, I was a student; the next, a mother having to navigate emotional and psychological consequences as well. I grieved the future I thought I'd lost – the carefree youth, the plans I'd made. How could I care for a baby when I was still learning to care for myself?

Yet, over time, I discovered strength I did not know I had. Babes' support gave me a head start as I was raising my daughter, with camps and workshops that connected me to other teen mums. I gained not just knowledge and skills, but a community – mums who knew what I was going through. That solidarity and sense of being understood helped me to cope and even grow.

I had to grow up overnight. But just like the phoenix, I shall continue to rise from the ashes and bask in the bittersweet beauty of motherhood.

Looking Ahead, Giving Back

Through it all, I've become more empathetic, more resilient, and more aware of the systemic challenges young mothers face – such as stigma, financial hardship, and disrupted education. I wish there was greater public awareness of the support that organisations like Babes provide. Many teens do not even know help is available.

I hope society learns to view teen mothers with compassion rather than judgement. We do not need criticism. We need understanding, timely support, and opportunities to thrive. Public awareness, flexible schooling, better policies and financial support could transform lives. No young mum should feel ashamed to seek support.

To My Fellow Young Mums

To any young mum reading this, please know you are not alone. It could feel like the end, but you have also just been given a new beginning. There will be tears, sleepless nights, and self-doubt, but there will also be love, laughter, and strength you never imagined possible. Reach out. Even a simple text to Babes can be the first step toward hope. Motherhood is not easy, but it is powerful. Believe in yourself: you've got this, beautiful mummy.



...you are not just giving your time. You are bridging critical gaps, offering personalised support that a stretched team may not always be able to deliver.

~ Volunteer, Helpline Assistant Team Lead, Geyen ~



Volunteer Geyen's Story

A JOURNEY OF EMPATHY AND GROWTH

Finding Purpose Through Shared Experience

I first discovered Babes while searching for meaningful volunteer opportunities. Growing up in South Africa, I saw the power of a helping hand. My mother instilled in my sisters and me the importance of giving back, regardless of someone's circumstances. That value is deeply woven into who I am today.

What drew me to Babes was their its non-judgemental, compassionate approach to supporting pregnant teenagers. I admired the team's commitment to personalised care, not just for the teens but also for their parents and partners, who are often thrown into the deep end. It made me realise that Babes is more than just an organisation; it is a lifeline.

My own experience with an unplanned pregnancy deepened that understanding. I know the fear and isolation these teens face in a way no textbook could teach. That personal journey, though painful, became my greatest strength in connecting with them.

The Transformative Power of Listening

Initially, I thought I would mainly provide practical guidance and resources. But I quickly discovered that emotional presence, truly listening without judgement in a space where confidentiality is assured, makes the biggest impact. These young women are not looking for quick fixes. They need someone who sees them as individuals, not as problems to solve.

Teen pregnancy cuts across all social and economic boundaries. One thing that surprised me is how universal their challenges are. These situations affect young women from all walks of life.

Since joining Babes in 2021 as a Helpliner, and now serving as Co-Lead, I have seen how patient, confidential support empowers these teens to find their voice. Babes invests in us with courses and workshops that help us navigate emotionally charged, high-stakes conversations. I also value being part of a close-knit, supportive team. There is always someone to turn to when you need guidance or reassurance.

Defining Moments

Some of the most rewarding moments are quiet ones, when a teenager opens up or begins making confident decisions for herself and her baby. A simple “thank you for helping me” can mean everything.

One of the hardest situations I faced was when a teen hid her pregnancy until she went into labour, with her parents just in the next room. It was heartbreaking. But it taught me the power of presence over pressure, to walk alongside someone and not dictate. That balance is delicate but essential.

Growth That Goes Both Ways

Volunteering with Babes has transformed me. Professionally, I have grown as a communicator with more empathy and I’m better able to support others through trauma. Personally, I have become more patient and self-aware. I have learnt to maintain healthy boundaries while staying compassionate — a balance crucial to avoiding emotional burnout.

It has also made me more attuned to the nuances of support: how to help without imposing. The teenagers I meet continue to be my greatest teachers. Every story leaves a mark.

A Call to Future Change-Makers

To anyone considering this path: volunteering is not about having spare time. It is about having heart, commitment and the courage to show up when it matters most. Your calm presence can be a lifeline. Your willingness to listen, without judgement, can be healing.

At Babes, you are not just giving your time. You are bridging critical gaps, offering personalised support that a stretched team may not always be able to deliver. My experience has shown how deeply volunteers enhance Babes' ability to respond quickly and compassionately during moments that matter most.

This is more than a role. It is becoming part of a collective heartbeat that powers real change. Kindness, especially in the form of volunteering, costs nothing, but it can transform lives.

Thank you, Babes, for helping me turn personal pain into purpose. Together, we are proving that kindness changes lives, one conversation at a time.



Volunteering here
(at Babes) means
contributing to a larger
ecosystem that puts the
girls at the heart of it all.
...knowing that we help
lighten the load of
social workers.

~ Volunteer Caseworker, Jenny ~



Volunteer Jenny's Story

TWO HATS, ONE HEART: A JOURNEY OF IMPACT

A Step Into the Unknown

I first heard about Babes through its Executive Director Melisa, whom I had previously volunteered with. Although I had no experience working solely with teenagers, something about Babes' mission spoke to me. Their mother-centric approach—supporting young mothers with empathy, dignity and choice—was unlike anything I had encountered before. What truly moved me was the dedication shown by the staff and volunteers in walking alongside these girls through such a vulnerable phase of life. That was enough to convince me to take the leap.

Wearing Two Hats

Since joining, I have taken on two roles: volunteer caseworker and lead for the Befrienders team, which provides one-on-one support to our service users. These responsibilities complement one another. As a caseworker, I gain a deeper understanding of each service user's needs. This allows me to thoughtfully match them with Befrienders who can offer relevant emotional support. It is incredibly fulfilling to witness these connections take root, knowing that each girl is being supported in a way that meets her where she is.

Finding My Footing

To be honest, I was not sure I could relate to teenagers, even though I have two teenage daughters of my own. But Babes turned out to be a nurturing space—not only for the girls, but for volunteers too. The staff are generous with encouragement and always ready to share training resources or recommend courses. Over time, I found my footing. Now, I not only connect with the girls; I genuinely enjoy it. This experience has even enriched my professional life, helping me realise how my personal values can be applied across different age groups.

Patience Works Wonders

This work demands patience, consistency and adaptability. There are days when girls disengage or stop responding altogether. Yet I have learnt to celebrate small wins – even a single reply after days of silence feels like a breakthrough. I remember the time a service user who had been quiet for weeks reached out, ready to receive support again. Helping her reconnect with the right caseworkers reminded me how far patience can go in building trust.

Working Together for Greater Impact

It is wonderful that Babes is willing to take on volunteer caseworkers. Volunteering here means contributing to a larger ecosystem that puts the girls at the heart of it all. One of the most meaningful aspects of volunteering at Babes is knowing that we help lighten the load for the dedicated social workers. As volunteer caseworkers, we typically manage lower-risk cases, freeing up the professionals to focus on high-risk situations or community outreach. This ensures that no one falls through the cracks and that each girl receives the care she needs. It is rewarding to know my role, however small, helps sustain this vital work.

A Note to Fellow Volunteers

If I could write a note to my future self, or to someone just starting this journey, it would be this: Be sincere in giving and respectful in your approach. Hold no expectations and always remember that your focus is to provide support.



Today, though Fort Sanctuary is a tea company, our values are still about giving and kindness, so if a non-profit comes to us, we will never say no.

~ Daphne ~
Fort Sanctuary Co-founder



Our Partner Fort Sanctuary

FROM FIRST IMPRESSIONS TO A LONG-TERM, MUTUALLY-BENEFICIAL PARTNERSHIP

In 2022, our partner Little Social, which offers Peranakan private dining, told me that they were doing a fundraising event supporting Babes and wanted our support. At that time, I hadn't heard of Babes, so I asked, "Who are they?". After learning that it is a non-profit and knowing more about its work, I replied, "Yes, I'll support! What do you want from me?"

First impression of Babes.

During the sharing by Executive Director, Melisa at the event, I was struck by how open and candid Babes is in talking about sexual issues, such as the use of contraceptives. After all, we are such a conservative Asian society, yet she could deliver such content in a matter-of-fact manner. I felt that this was what people should be doing to tackle the root of the issue. Melisa was so genuine and approachable, and she connected so well with the audience. Her sincerity moved me.

As a woman, Babes' cause resonated with me. When I was a teenager, we didn't have access to this type awareness or help. Today Babes is here, helping the girls through their decisions, with respect and to grow with dignity. It is a heavy topic, but Babes conveys its messages in a tactful way that was just right.

Once, there was a young boy and girl who came to my store and I was sharing with them that we would be hosting an event for Babes the next day so the store wouldn't be open to public then. I was surprised when the boy mentioned he knew about Babes. The led me to ponder that when there's an unplanned pregnancy, the boy has the option to run away from the problem, but for the girl, it's impossible. Boys need outreach too, and it makes me even more appreciative for Babes' efforts, which go beyond girls to the boys.

I'm happy to see that as Babes conducts more outreach, more activities, the messages are passed through to more and more people in general; because everyone has a role to play to make the community better.

How our relationship with Babes has grown

Through the years, I have worked with the team on collaborations, such as hosting an exhibition, "Women of Babes" featuring 10 remarkable women from the community, a Mother's day event, and a mooncake festival fund-raiser. Through these activities, I've met the women supporting Babes and the service users, and I've learnt new things. For example, that support is not as simple as providing material things, such as milk powder or diapers. Emotional support is so important! Some of these girls are in such a vulnerable stage. I've also learnt how much the girls appreciate what Babes does and it highlights to me the value of Babes' work.

Why we support non-profits such as Babes

Fort Sanctuary started off as a non-profit called Fu San De, 福善德 and we know how hard it is to be a non-profit. Today, though Fort Sanctuary is a tea company, our values are still about giving and kindness, so if a non-profit comes to us, we will never say no. We are a small SME, and our resources are limited. While we may not be able to donate a lot, we will do whatever we can. When we offered use of the space, I was open to the possibility of it complimentary. But Melisa's approach is to value partners. Although Babes is a non-profit, her mindset is not to abuse the goodwill and to cultivate a sustainable collaboration.

The role of our tea

When you think about companies that support Babes, perhaps you think of a milk powder company, but companies don't need to be in a related industry to support the cause. Fort Sanctuary and tea can be a medium, a vehicle to help pass a lot of messages. We can use our space to hold experiences and raise funds. There are many things that can be explored.

To us, our tea is very precious. It is crafted by many people over several years, with love and sincerity. So whilst we want to give, it is our hope that the recipient really appreciates it. It is only if we see the meaning in the cause that we feel that we are respecting the tea leaves, our workers and our core values. When we support non-profits we manifest and reinforce the values through action. Furthermore, when we sell our tea (at Boutique Fair) to benefit Babes, we want to thank the buyers for their kindness with something special from us in return—precious tea leaves that come from ancient trees hundreds of years old.

How tea can be used to spread awareness

We collaborated with Babes to develop a Babes tea-brewing kit for a Mother's Day event, which could be used to help spread Babes' cause. The issues may not be easy to bring up, and I wanted the kit to help create opportunities to do so. In a relaxing tea brewing and drinking atmosphere, you can speak casually and have a light conversation. Our tea can be brewed many times, and this allows for a longer engagement.

In similar fashion, I bought the Babes candles to gift to others, and in the process, the messages are also passed along. When the recipients see these products supporting Babes, they will naturally be prompted to find out more, and it becomes a less abrupt and more tactful way of starting a conversation about these issues with others, especially for parents with teenaged children who are dating. We used to be teenagers ourselves and we know how difficult it is to broach these topics, despite having questions or needing help. If they don't want to approach their parents, at least they may know Babes as a place to find out more or get help.

How giving becomes gain

I've come to understand from personal friends who have been in situations where they had to make choices like abortion that the struggles and thoughts may remain with them for many years. It's a lasting impact to women. So what Babes does is powerful – it doesn't just help the present needs.

While I haven't had personal experience in this area nor any children, through that first encounter with Babes and the subsequent engagements and collaborations, I now understand this issue so much better, and I realise how much of a difference efforts such as theirs could make to a woman's life. Sometimes, it may not be immediate, but perhaps somewhere down the line there will be a great impact to the person's life.

When I'm helping Babes, I feel that I'm not just giving, but I'm also gaining. I also feel that I'm helping my friends too, through sharing these messages to them and indirectly their children, so that they may benefit too from the awareness. Each time I work with the team, I learn from them. I'm very thankful for this journey with Babes, and that they have put a lot of trust in Fort Sanctuary.

Special Thanks
Written by volunteer Sherry Nee



Raising a kid in Singapore is not easy, and they are children themselves but they have to be parents.

They need good role models and I think Babes can be an agency that shows them what good mothering is.

~ Annie ~
Hello Flowers! Founder



Our Partner Hello Flowers!

ENJOYING A COLLABORATIVE PARTNERSHIP WITH BABES

I've known about Babes since my University days when I trained in social work. Babes' cause is unique amongst social service agencies as few focus on teenage moms. Having my own girl in 2020, and with an interest in the mental health and well-being of youths, I was drawn to supporting Babes.

Supporting a cause with my business

Why should I support Babes or other causes? Simply, it's because it's what we ought to do. When I started my business I knew that it had to be one that gives back to society, and I wanted to use it to bring awareness to lesser-known issues. My intention was to set up a social enterprise to empower people from all walks of life, but with a focus on women and their mental health. Through my social work research, I know that girls are especially vulnerable to mental health issues. The issue of teenage pregnancies has so many misconceptions and is something that people may not want to talk about. This makes unwed teenage moms even more vulnerable.

Bringing the healing experience of nature to Babes

It's been a very enjoyable process working with Melisa and the team—they are friendly and welcoming. The process is collaborative and we discuss plans together. Melisa aims for partnerships that are win-win, to meet the needs of both our social enterprise and Babes service users. They are also very open to us trying new things. When we suggested a microgreens and edibles workshop, they were supportive.

Through the workshop we wanted to convey the healing and therapeutic experience of nature. Just being mindful or slowing down and appreciating nature has a lot of benefits to our well-being and can help us to gain new perspectives on things. In our workshops we also endeavour to engage the participants beyond teaching them a skill, by being attentive to their needs, aiming to build strong rapport. The microgreens workshop for Babes was the first workshop that we conducted for teenage participants and the facilitators were happy to see the girls so intrigued with the experience of working with nature. As our facilitators are usually trained in social work, they are aware of the issues, but I think the interactions with participants from social agencies like Babes also motivates the facilitators to continue to work for social causes.

Supporting Babes service users directly

We have also worked with one of Babes service users, Isabela, who has a small business, [Asherknot](#), selling crochet items. I've been following her story, and through the years as Babes has featured her story, I've seen how she's taken ownership of her own journey. We were happy to offer her crochet flowers through our website, where her story was also featured.

Babes' role in supporting an important cause

I feel that being pregnant and having a child is already difficult for married women, what more for single moms, and even more so for unwed teenaged moms. I cannot imagine the challenges they have to go through during their pregnancy journey, to be doing this on their own. Many may also come from vulnerable families who may not be able to support them.

I think the cause of teenage moms is under-supported, so for Babes to want to support this cause is something that we should help amplify. The girls should not be doubly marginalised. Having an agency that is non-judgemental and who gives them support is very important. This will help them feel less lonely. Raising a kid in Singapore is not easy, and they are children themselves but they have to be parents. They need good role models and I think Babes can be an agency that shows them what good mothering is. Having Babes championing them and providing services such as the hotline is something we really need for youths that lack support.

How companies can support Babes

Businesses can advocate more conversations on this topic and raise awareness. To other business owners, I encourage you to use your company as a platform and channel to allow others to be aware of this issue. Awareness is the first step to helping the girls be empowered to be good mothers and role models for the next generation.

Future Plans & Commitments

EXPENDITURE

Expenditure Plan in 2025, Babes plans to make the following expenses:

- Manpower Costs: \$ 786,000
- Programme Costs: \$313,000
- Other Operating Expenses \$110,000

FUNDRAISING PLAN

In 2025, we aim to raise \$250,000 to sustain and expand our programmes that support young people facing unplanned pregnancies. To achieve this, we will organise one major fundraising event with a target of \$150,000. The remaining \$100,000 will be raised through a combination of our annual campaigns, community outreach events, and regular donor contributions. These platforms not only help us generate funds but also raise awareness and deepen community engagement, promoting a culture of sustained giving.



In the next two years, Babes aims to prioritise the following areas:

1. Advancing Sustainability through Diversified Funding and Strategic Partnerships

To build a more sustainable future, we will focus on diversifying our funding sources beyond government grants and individual donors. While we do not yet have specific sources identified, our priority is to explore broader opportunities through creative fundraising, corporate collaborations, and social innovation. Strengthening and expanding our partnerships will also be a core strategy – enabling us to tap into shared expertise, resources, and networks that reinforce the resilience and continuity of our programmes.

2. Deepening Stakeholder Engagement and Raising Awareness

We recognise that sustained impact is rooted in strong stakeholder relationships and public understanding of our cause. This year, we have taken steps to engage youth more effectively through platforms like TikTok and will continue to streamline our messaging across all digital channels. Alongside this, we will enhance our outreach and storytelling efforts to raise awareness, challenge stigma, and inspire collective action. By amplifying the voices of our beneficiaries, volunteers, and partners, and strengthening feedback mechanisms, we aim to build trust, foster shared ownership, and create a more supportive and informed community.

3. Strengthening Organisational and People Capabilities through Innovation

Our commitment to continuous learning remains central to our growth. We will continue investing in staff and volunteer development through training and peer learning, recognising them as key pillars of our work. Looking ahead, we are exploring the use of AI to support our helpline and communication platforms – in partnership with IMDA and NCSS. By integrating technology thoughtfully, we aim to enhance efficiency, improve responsiveness, and future-proof our operations in an ever-evolving social service landscape.

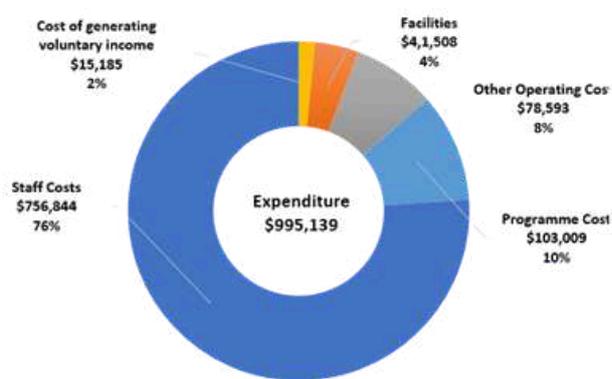
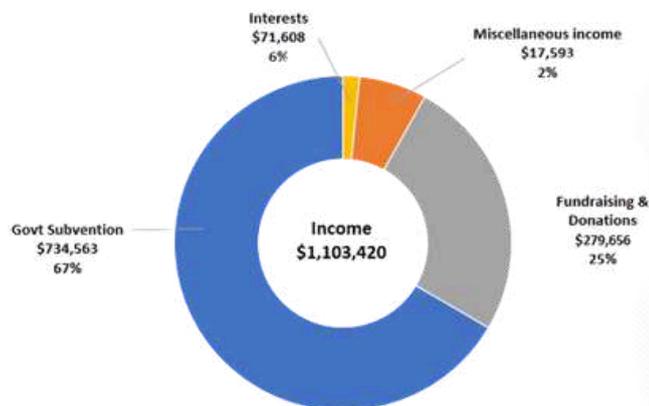
By focusing on these areas, we aim to enhance our preventive work, ensure the continued delivery of quality services, raise awareness about reproductive health among teenagers, and empower our staff and future-proof our organisation for long-term impact.



Financial Highlights

The following gives an overview of the finances from 1 January to 31 December 2024.

Babes does not charge for its services. We are funded by donations from philanthropic establishments, corporate and individual donors, and government grants managed by the National Council of Social Service (NCSS).



*Miscellaneous income comprises of donation in kind

* Other operating expenses comprise of governance costs.

Income

Our total income for 2024 was \$1,103,420, a 5% decrease from 2023. The decline was mainly due to a lower volume of in-kind donations compared to the previous year.

Babes received \$734,563 in government subvention, primarily from the Tote Board Social Service Fund. This accounted for 67% of total income in 2024. Other sources of income included donations (\$279,656), donations in kind (\$15,185), interest income (\$71,608), and miscellaneous income (\$2,408).

Expenditure

Total operating expenditure for 2024 was \$995,139, a 1% decrease from \$1,004,231 in 2023. The slight decline was due to decrease in donation-in-kind costs incurred in 2023.

The main expenditure remains staff cost at \$756,844, which constitutes 76% of the total expenditure. This includes the professional fees for the secondment of the Executive Director at \$131,531. There are no paid staff who received more than \$100,000 in annual remuneration.

The profit for the financial year was \$108,281. Our total funds increased by 4% from \$2,499,862 in FY 2023 to \$2,608,143 in FY 2024, reflecting prudent cost management and continued donor support. Our total assets rose by 4% from \$2,736,319 in FY 2023 to \$2,834,517 in FY 2024, driven primarily by an increase in current assets.

FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2024

For the period of 1 January 2023 to 31 December 2024.

	2024	2023
		Re-presented
INCOME		
Government subventions	\$ 734,563	\$ 590,044
Donations	\$ 279,656	\$ 416,878
Donations in kind	\$ 15,185	\$ 89,635
Miscellaneous income	\$ 2,408	\$ 1,429
Interests	\$ 71,608	\$ 62,551
Total income	\$ 1,103,420	\$ 1,160,537
EXPENDITURE		
Staff cost	\$ 756,844	\$ 662,935
Programme Cost	\$ 103,009	\$ 125,600
Facilities Cost	\$ 41,508	\$ 47,545
Governance Costs	\$ 5,558	\$ 5,508
Other Operating Expenses	\$ 73,035	\$ 73,008
Cost of generating voluntary income	\$ 15,185	\$ 89,635
Total expenditure	\$ 995,139	\$ 1,004,231
PROFIT/LOSS	\$ 108,281	\$ 156,306

	2024	2023
ASSETS		
Current Assets	\$ 2,759,700	\$ 2,622,891
Non-current Assets	\$ 74,817	\$ 113,428
Total Assets	\$ 2,834,517	\$ 2,736,319
LIABILITIES		
Current Liabilities	\$ 226,374	\$ 236,457
Total Liabilities	\$ 226,374	\$ 236,457
UNRESTRICTED FUND		
General Fund	\$ 2,372,634	\$ 2,287,037
Total unrestricted funds	\$ 2,372,634	\$ 2,287,037
DESIGNATED FUND		
Designated funds	\$ 159,756	\$ 155,143
Total designated funds	\$ 159,756	\$ 155,143
RESTRICTED FUND		
Government funding	\$ 75,753	\$ 57,682
Total restricted funds	\$ 75,753	\$ 57,682
Total Funds	\$ 2,608,143	\$ 2,499,862

For more details, please refer to Financial Statement 2024.

Corporate Governance

GOVERNANCE EVALUATION CHECKLIST (GEC)

For the Financial Year ended 31 December 2024.

S/N	Call for Action	Code ID	Did the charity put this principle into action?	To explain, if indicated "No" or "Partial Compliance"
Principle 1: The charity serves its mission and achieves its objectives.				
1	Clearly state the charitable purposes (For example, vision and mission, objectives, use of resources, activities, and so on) and include the objectives in the charity's governing instrument. Publish the stated charitable purposes on platforms (For example, Charity Portal, website, social media channels, and so on) that can be easily accessed by the public.	1.1	Yes	
2	Develop and implement strategic plans to achieve the purposes.	1.2	Yes	
3	Have the Board review the charity's strategic plans regularly to ensure that the charity is achieving its charitable purposes, and monitor, evaluate and report the outcome and impact of its activities.	1.3	Yes	
4	Document the plan for building the capacity and capability of the charity and ensure that the Board monitors the progress of this plan. "Capacity" refers to a charity's infrastructure and operational resources while "capability" refers to its expertise, skills and knowledge.	1.4	Yes	
Principle 2: The charity has an effective Board and Management.				
5	The Board and Management are collectively responsible for achieving the charity's charitable purposes. The roles and responsibilities of the Board and Management should be clear and distinct.	2.1	Yes	
6	The Board and Management should be inducted and undergo training, where necessary, and their performance reviewed regularly to ensure their effectiveness.	2.2	Yes	

S/N	Call for Action	Code ID	Did the charity put this principle into action?	To explain, if indicated "No" or "Partial Compliance"
7	<p>Document the terms of reference for the Board and each of its committees. The Board should have committees (or designated Board member(s)) to oversee the following areas*, where relevant to the charity:</p> <p>a. Audit b. Finance</p> <p>* Other areas include Programmes and Services, Fund-raising, Appointment/ Nomination, Human Resource, and Investment.</p>	2.3	Yes	
8	<p>Ensure the Board is diverse and of an appropriate size, and has a good mix of skills, knowledge, and experience. All Board members should exercise independent judgement and act in the best interest of the charity.</p>	2.4	Yes	
9	<p>Develop proper processes for leadership renewal. This includes establishing a term limit for each Board member. All Board members must submit themselves for re-nomination and reappointment, at least once every three years.</p>	2.5	Yes	
10	<p>Develop proper processes for leadership renewal. This includes establishing a term limit for the Treasurer (or equivalent position).</p> <p>For Treasurer (or equivalent position) only:</p> <p>a. The maximum term limit for the Treasurer (or equivalent position like a Finance Committee Chairman, or key person on the Board responsible for overseeing the finances of the charity) should be four consecutive years. If there is no Board member who oversee the finances, the Chairman will take on the role.</p> <p>i. After meeting the maximum term limit for the Treasurer, a Board member's reappointment to the position of Treasurer (or an equivalent position may be considered after at least a two-year break.</p> <p>ii. Should the Treasurer leave the position for less than two years, and when he/she is being re-appointed, the Treasurer's years of service would continue from the time he/she stepped down as Treasurer.</p>	2.6	Yes	

S/N	Call for Action	Code ID	Did the charity put this principle into action?	To explain, if indicated "No" or "Partial Compliance"
11	<p>Ensure the Board has suitable qualifications and experience, understands its duties clearly, and performs well.</p> <p>a. No staff should chair the Board and staff should not comprise more than one-third of the Board.</p>	2.7	Yes	
12	<p>Ensure the Management has suitable qualifications and experience, understands its duties clearly, and performs well.</p> <p>a. Staff must provide the Board with complete and timely information and should not vote or participate in the Board's decision-making.</p>	2.8	Yes	
13	<p>The term limit for all Board members should be set at 10 consecutive years or less. Re-appointment to the Board can be considered after at least a two-year break.</p> <p>For all Board members:</p> <p>a. Should the Board member leave the Board for less than two years, and when he/she is being re-appointed, the Board member's years of service would continue from the time he/she left the Board.</p> <p>b. Should the charity consider it necessary to retain a particular Board member (with or without office bearers' positions) beyond the maximum term limit of 10 consecutive years, the extension should be deliberated and approved at the general meeting where the Board member is being re-appointed or re-elected to serve for the charity's term of service. (For example, a charity with a two-year term of service would conduct its election once every two years at its general meeting).</p> <p>c. The charity should disclose the reasons for retaining any Board member who has served on the Board for more than 10 consecutive years, as well as its succession plan, in its annual report.</p>	2.9a-c	Yes	

S/N	Call for Action	Code ID	Did the charity put this principle into action?	To explain, if indicated "No" or "Partial Compliance"
14	<p>For Treasurer (or equivalent position) only:</p> <p>d. A Board member holding the Treasurer position (or equivalent position like a Finance Committee Chairman or key person on the Board responsible for overseeing the finances of the charity) must step down from the Treasurer or equivalent position after a maximum of four consecutive years.</p> <p>i. The Board member may continue to serve in other positions on the Board (except the Assistant Treasurer position or equivalent), not beyond the overall term limit of 10 consecutive years, unless the extension was deliberated and approved at the general meeting – refer to 2.9.b.</p>	2.9d	Yes	
Principle 3: The charity acts responsibly, fairly and with integrity.				
15	Conduct appropriate background checks on the members of the Board and Management to ensure they are suited to work at the charity.	3.1	Yes	
16	<p>Document the processes for the Board and Management to declare actual or potential conflicts of interest, and the measures to deal with these conflicts of interest when they arise.</p> <p>a. A Board member with a conflict of interest in the matter(s) discussed should recuse himself/herself from the meeting and should not vote or take part in the decision-making during the meeting.</p>	3.2	Yes	
17	Ensure that no Board member is involved in setting his/her own remuneration directly or indirectly.	3.3	Yes	
18	Ensure that no staff is involved in setting his/her own remuneration directly or indirectly.	3.3	Yes	

S/N	Call for Action	Code ID	Did the charity put this principle into action?	To explain, if indicated “No” or “Partial Compliance”
19	Establish a Code of Conduct that reflects the charity’s values and ethics and ensure that the Code of Conduct is applied appropriately.	3.4	Yes	
20	Take into consideration the ESG factors when conducting the charity’s activities.	3.5	Yes	
Principle 4: The charity is well-managed and plans for the future.				
21	Implement and regularly review key policies and procedures to ensure that they continue to support the charity’s objectives. a. Ensure the Board approves the annual budget for the charity’s plans and regularly reviews and monitors its income and expenditures (For example, financial assistance, matching grants, donations by board members to the charity, funding, staff costs and so on).	4.1a	Yes	
22	Implement and regularly review key policies and procedures to ensure that they continue to support the charity’s objectives. b. Implement appropriate internal controls to manage and monitor the charity’s funds and resources. This includes key processes such as: i. Revenue and receipting policies and procedures; ii. Procurement and payment policies and procedures; and iii. System for the delegation of authority and limits of approval.	4.1b	Yes	
23	Seek the Board’s approval for any loans, donations, grants, or financial assistance provided by the charity which are not part of the core charitable programmes listed in its policy. (For example, loans to employees/subsidiaries, grants or financial assistance to business entities).	4.2	Yes	
24	Regularly identify and review the key risks that the charity is exposed to and refer to the charity’s processes to manage these risks.	4.3	Yes	

S/N	Call for Action	Code ID	Did the charity put this principle into action?	To explain, if indicated “No” or “Partial Compliance”
25	Set internal policies for the charity on the following areas and regularly review them: a. Anti-Money Laundering and Countering the Financing of Terrorism (AML/CFT); b. Board strategies, functions, and responsibilities; c. Employment practices; d. Volunteer management; e. Finances; f. Information Technology (IT) including data privacy management and cyber-security; g. Investment (obtain advice from qualified professional advisors if this is deemed necessary by the Board); h. Service or quality standards; and i. Other key areas such as fund-raising and data protection.	4.4	Yes	
26	The charity’s audit committee or equivalent should be confident that the charity’s operational policies and procedures (including IT processes) are effective in managing the key risks of the charity.	4.5	Yes	
27	The charity should also measure the impact of its activities, review external risk factors and their likelihood of occurrence, and respond to key risks for the sustainability of the charity.	4.6	Yes	
Principle 5: The charity is accountable and transparent				
28	Disclose or submit the necessary documents (such as Annual Report, Financial Statements, GEC, and so on) in accordance with the requirements of the Charities Act, its Regulations, and other frameworks (For example, Charity Transparency Framework and so on).	5.1	Yes	
29	Generally, Board members should not receive remuneration for their services to the Board. Where the charity’s governing instrument expressly permits remuneration or benefits to the Board members for their services, the charity should provide reasons for allowing remuneration or benefits and disclose in its annual report the exact remuneration and benefits received by each Board member.	5.2	Yes	

S/N	Call for Action	Code ID	Did the charity put this principle into action?	To explain, if indicated "No" or "Partial Compliance"
30	<p>The charity should disclose the following in its annual report:</p> <p>a. Number of Board meetings in the year; and</p> <p>b. Each Board member's attendance.</p>	5.3	Yes	
31	<p>The charity should disclose in its annual report the total annual remuneration (including any remuneration received in the charity's subsidiaries) for each of its three highest-paid staff, who each receives remuneration exceeding \$100,000, in incremental bands of \$100,000. Should any of the three highest-paid staff serve on the Board of the charity, this should also be disclosed. If none of its staff receives more than \$100,000 in annual remuneration each, the charity should disclose this fact.</p>	5.4	Yes	
32	<p>The charity should disclose in its annual report the number of paid staff who are close members of the family of the Executive Head or Board members, and whose remuneration exceeds \$50,000 during the year. The annual remuneration of such staff should be listed in incremental bands of \$100,000. If none of its staff is a close member of the family of the Executive Head or Board members and receives more than \$50,000 in annual remuneration, the charity should disclose this fact.</p>	5.5	Yes	
33	<p>Implement clear reporting structures so that the Board, Management, and staff can access all relevant information, advice, and resources to conduct their roles effectively.</p> <p>a. Record relevant discussions, dissenting views and decisions in the minutes of general and Board meetings. Circulate the minutes of these meetings to the Board as soon as practicable.</p>	5.6a	Yes	
34	<p>Implement clear reporting structures so that the Board, Management, and staff can access all relevant information, advice, and resources to conduct their roles effectively.</p> <p>a. The Board meetings should have an appropriate quorum of at least half of the Board, if a quorum is not stated in the charity's governing instrument.</p>	5.6b	Yes	

S/N	Call for Action	Code ID	Did the charity put this principle into action?	To explain, if indicated "No" or "Partial Compliance"
Principle 6: The charity communicates actively to instil public confidence.				
36	Develop and implement strategies for regular communication with the charity's stakeholders and the public (For example, focus on the charity's branding and overall message, raise awareness of its cause to maintain or increase public support, show appreciation to supporters, and so on).	6.1	Yes	
37	Listen to the views of the charity's stakeholders and the public and respond constructively.	6.2	Yes	
38	Implement a media communication policy to help the Board and Management build positive relationships with the media and the public.	6.3	Yes	

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG)

Our commitment to ESG principles is integral to our mission and operations. We have adopted a structured approach to integrate ESG into our governance practices, ensuring that we address environmental, social, and governance factors comprehensively.

Environmental Initiatives: We are dedicated to reducing our environmental footprint through sustainable practices. This includes implementing energy-efficient measures, reducing waste, and promoting recycling within our organisation. Additionally, we focus on re-purposing and reusing materials to minimise waste and maximise resource efficiency. By adopting the principles of reduce, reuse, and recycle, we aim to create a more sustainable and environmentally conscious operation.

Social Responsibility: Our social responsibility efforts involve our staff, volunteers, and service users. We have established robust processes to ensure that our social initiatives are effective and impactful. Our dedicated staff and volunteers are at the heart of these efforts, working tirelessly to support our mission and engage with the community. We provide ongoing training and development opportunities to ensure they are well-equipped to deliver high-quality services.

We place a strong emphasis on the well-being and empowerment of our service users. Our programmes are designed to meet their needs and provide them with the support they require. We actively seek feedback from our service users to continuously improve our services.

Governance: We have integrated ESG principles into our governance framework, ensuring that we adhere to the principles and guidelines outlined in the Code of Governance for Charities and IPCs. We are proud to announce that we have received the Charity Transparency Award for the second consecutive year. This recognition underscores our commitment to maintaining high standards of transparency and accountability in all our operations. Additionally, we have embarked on the development of a comprehensive Risk Management Manual. This manual will serve as a crucial tool in identifying, assessing, and mitigating risks, ensuring that we continue to operate with integrity and resilience.

Future Plans

We are committed to continuous improvement in our ESG practices. We will be participating in workshops and training sessions to further enhance our understanding and implementation of ESG principles. Our goal is to communicate our ESG performance transparently and effectively to all stakeholders.

By embedding ESG principles into our operations, we aim to build trust with our stakeholders, achieve regulatory compliance, and drive sustainable growth. We believe that our commitment to ESG will not only enhance our reputation but also contribute to the long-term success and sustainability of our organisation.

MANAGEMENT AND AVOIDANCE OF CONFLICTS OF INTEREST

Under our Conflict-of-Interest policy, all Directors, Board Committee Members, staff and volunteers of Babes are required to read and understand the policy, to make full disclosure of interests and to declare their interests on an annual basis. When a conflict-of-interest situation arises, the person concerned must declare his or her interests and abstain from participating in the discussion, decision-making and voting on the matter.

There are no paid staff who are close members of the family of the Executive Head or Board Member, who receives more than \$50,000 during the year. The charity discloses that no Board members are remunerated. There was no transaction with a corporation in which Directors, Board Committee Members, staff, or volunteers had an interest during the financial year 1 January 2024 to 31 December 2024.

RELATED ENTITIES – There are no related entities.

WHISTLE-BLOWING POLICY – Babes has a whistle-blowing policy, and it can be viewed at <https://www.babes.org.sg/babes-your-friend/statutory-policies/>

RESERVES POLICY

The Company intends to maintain its reserves together with the restricted funds at a level of at least two years of its operating expenditure. As at 31 December 2024, the reserves are 2.47 times (2023: 2.5) of the operating expenditure. The Board of Directors will review the amount of reserves that are required to ensure that they are adequate to fulfil continuing obligations annually. Babes' overall approach to management of reserves remains unchanged from the previous financial period. Babes is not subject to any externally imposed reserve requirements.