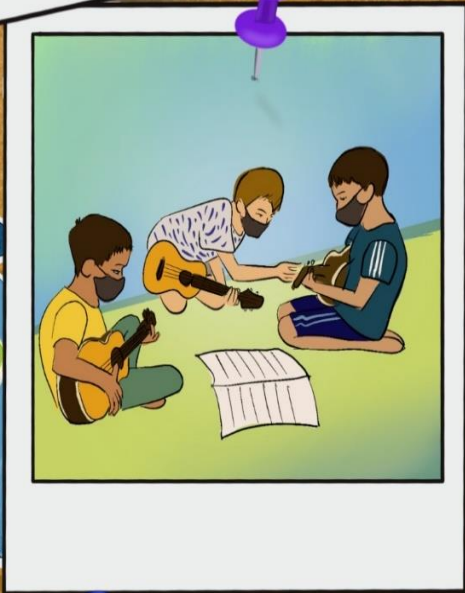


New Beginnings at THE HUT



The Hut Limited

Annual Report 2021

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1. About Us

The Hut Limited

Incorporated as a Company Limited by Guarantee on 4 March 2020, The Hut was registered as a charity under Charities Act (Chapter 37) since 1 June 2020 and was accorded with the Institution of a Public Character status from 13 July 2020 to 12 July 2021. The Hut has a constitution as its governing instrument.

UEN: 202007365W Address: 35 Marine Crescent #01-63/65, S (440035)

Auditor: Tan Chan, and Partners

Banker: DBS Bank

2. Overview of Charity

The Hut aims to provide:

- a) Developmental, preventive, and remedial services and opportunities for children, youth and families from vulnerable backgrounds.
- b) Guidance and assistance to children and youth in the areas of education and life skills development.
- c) Platform for children and youth from varying backgrounds to build positive relationships with each other.

Our Vision

A place where dreams take form, and visions take flight.

Our Mission

To enable all children and youths in Marine Parade to reach their fullest potentials.

The Hut provides a series of programmes with the intention of enabling all children and youths to develop their potentials. We focus on developing *GRIT* in all our children and youths

At The Hut, we aim to help our children and youths:

GROW	RISE	INSPIRE	THRIVE
from their starting points	above their circumstances	hopes and dreams	within their community
and reach their fullest potentials.			

3. Message from Chairperson

“

2021 has been another eventful year for the Hut. With the pandemic showing no sign of abating, the team continued to adapt and overcome the many challenges presented to them, while ensuring our children were well looked after. The unwavering efforts by the team meant that our children were shielded from the negative impact of the pandemic on their education, personal development, and well-being, allowing them to still have a fulfilling childhood.

As a fledgeling charity established in 2020, the Hut has come a long way in these two years. I am always heartened to witness the growth in each child, and the close connections that have been forged between the Hut and the children and their families. Beyond the programmes offered, it is these connections that exemplify the Hut's success.

The Hut also saw a change of leadership for the Executive Director role. Justina established the Hut and its precursor, EduGrow for Brighter Tomorrows, in 2015. From a programme of around 20 children, Justina and her team have grown the Hut to be an established name amongst vulnerable young families in Marine Parade. I thank Justina for her unparalleled contributions to Marine Parade and the Hut, and welcome Liven to the team.

Lastly, I would like to thank every donor, friend, and community partner for their generous contributions to The Hut. Your support has made our steps sweeter, and we look forward to more good years!

”



Ms Nancy Quah,
Chairperson at The Hut

4. Leadership

The Board's role is to provide strategic direction and oversight of The Hut's programmes and objectives, and to steer the charity towards fulfilling its vision and mission through good governance. The Directors guide and support the Executive Director, monitors the progress of The Hut periodically, and approve the annual budget. To ensure succession planning and steady renewal of The Hut, the Board has a term limit of 3 consecutive years for each person in the role.

All Board Directors were appointed on 4 March 2020 and have attended 2/2 of the Board Meetings in 2021. The board meetings were held on 22 Feb 2021 and 26 July 2021.

Ms. Quah Suat Lay Nancy, Chairperson

Mr. Noriman Ali Salam, Secretary

Ms. Glara Yi Young Eun, Treasurer

Mr. Wong Wei Jie, Derrick, Director

Ms. Justina Jo-Ann Veronica Quek, Executive Director

(Stepped down as Director with effect from 1 July 2022)

Ms. Justina Jo-Ann Veronica Quek resigned on 16 November 2021.

Committees

Audit

Mr. Noriman Ali Salam (Chairperson)

Finance, Investment & Fundraising

Ms. Glara Yi Young Eun (Chairperson)

Ms. Quah Suat Lay Nancy

Human Resource & Nomination

Ms. Quah Suat Lay Nancy (Chairperson)

Mr. Noriman Ali Salam

Mr. Wong Wei Jie, Derrick

Programmes & Services

Mr. Wong Wei Jie, Derrick (Chairperson)

Ms. Justina Jo-Ann Veronica Quek

Executive Management Team

Ms. Neo Liwen, Executive Director (Appointed since 7 February 2022)

Ms. Nyan Fei Ting, Programme Manager

Ms. Nadia Nadira, Social Worker

Mr. Daniel Alayon, Programme Executive

**As reflected in Audited Financial Statement, none of the top three highest paid staff received more than \$100,000 in annual remuneration and no board member received remuneration for their board services.*

5. Highlights of the Year

Milestones in 2021

The Hut completed renovations and opened doors in Jan 2021.

The Hut hosted a soft launch in March 2021.



Total Hut members in 2021:

156 Hut Members

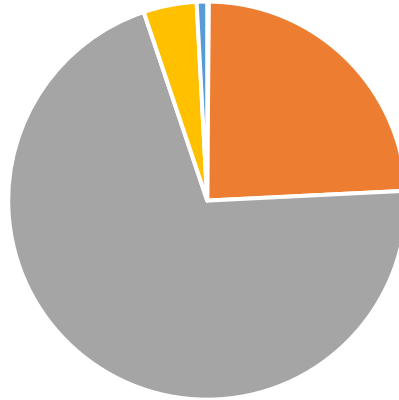
109 Priority Members

62 EduGrow Children

8 Children
under Casework
Management

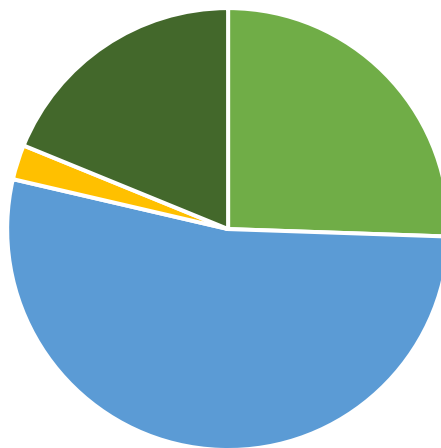
Summary of Financial Performance in 2021:

Total Income



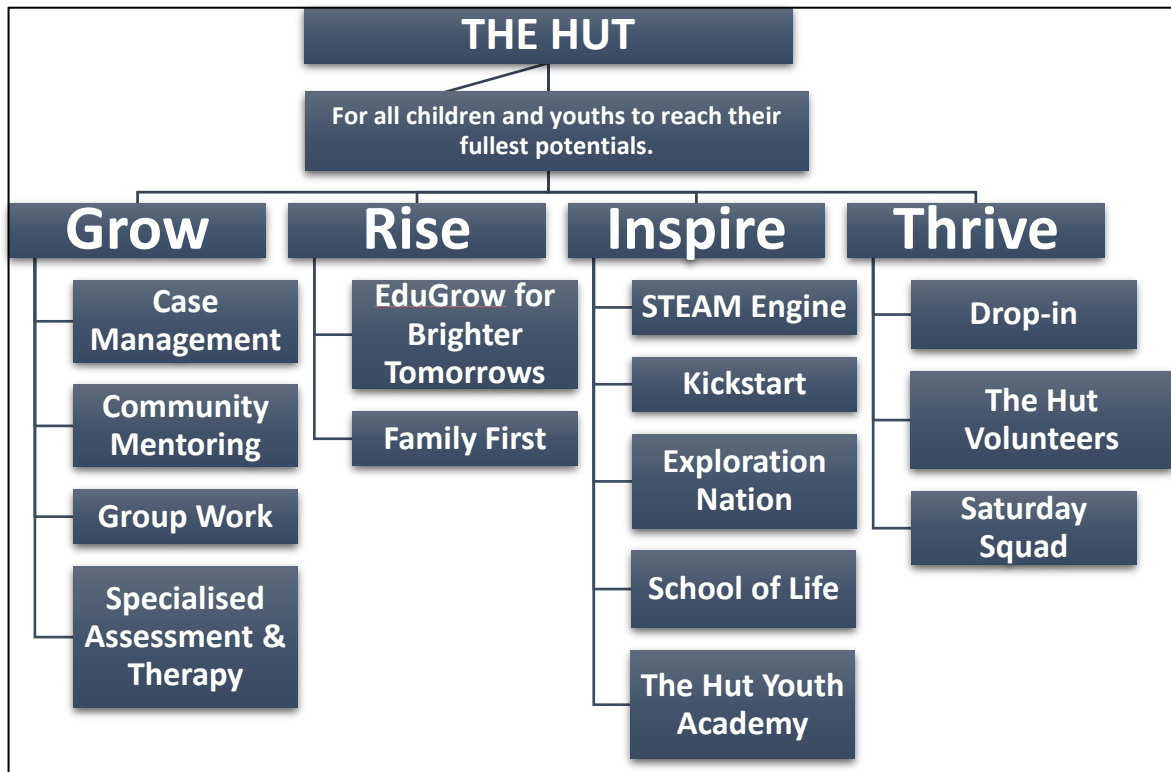
- Donations in Kind (0.1%)
- Tax-deductible Donations (24%)
- Non-Tax deductible Donations (70%)
- Fundraising (4%)
- Miscellaneous income (0.8%)

Total Expenditure



- Programme Expenses (26%)
- Staff Remuneration (53%)
- Others (corporate gifts, rental) (3%)
- Governance and Administrative costs (infrastructure, maintenance, depreciation etc.) (19%)
- *Note: \$5,483 of Income tax credit was received in 2021.

6. Overview of The Hut's Programmes



The Hut provides a series of preventive, developmental and remedial services with a primary focus on early intervention and increasing social mobility.

EduGrow for Brighter Tomorrows is our signature programme and it encompasses weekly educational support and mentoring. The Drop-in space at The Hut provides an avenue for children and youth to hang out in safe and meaningful ways. Other activities at The Hut seek to expand the minds and hearts of our children and youth, so that they can develop holistically.

Drop-in



Our Drop-in programme seeks to provide a safe space for children and youth where they can feel a sense of belonging, be connected to staff and peers and are meaningfully engaged.

In 2021, about 100 children and youth came for Drop-in from the month of January to Mid-May when the COVID situation allowed. The children enjoyed the movie screenings at The Hut. 30 children and youth also participated in festive decorations as part of the drop-in activities and a few of them expressed that they did not have opportunities at home to decorate during festive seasons.

Given the pandemic situation, we moved our monthly Saturday Squad (once-a-month all-members engagement) online and a total of 116 participants attended despite the restrictions.



Whole Child Development Programmes

Total activities ran in 2021: 73 activities

No	Programme	Objectives	Target Group	Output	Participants
1	STEAM Engine	Aim to increase exposure to STEAM-based activities and build an inquisitive approach to learning	K1-P4	2 Runs	36 pax
2	KickStart	Aim to broaden their exposures to different career pathways and be aware of the realities of various careers	P5-S3	2 Runs	36 pax
3	School of Life	Aim to build essential life skills and knowledge	K1-S3	6 Runs	65 pax
4	Exploration Nation	Aim to increase exposure to various interests	K1-S3	53 Runs	615 pax
5	Annual Celebrations	Aim to increase sense of belonging and connectedness to The Hut	All children & families	2 Runs	101 pax

Our Signature Programme:

EduGrow for Brighter Tomorrows

EduGrow aims to support children aged 5-12 years old residing in Marine Parade to be on a path of social mobility by building them in their aspirations, character, education, life skills and relational skills.

Total participation and completion: 61 children from 33 families

Group Academic coaching for P2 to P6: All 7 of the P6 EduGrow children passed their PSLE and entered a Secondary school of their choice.

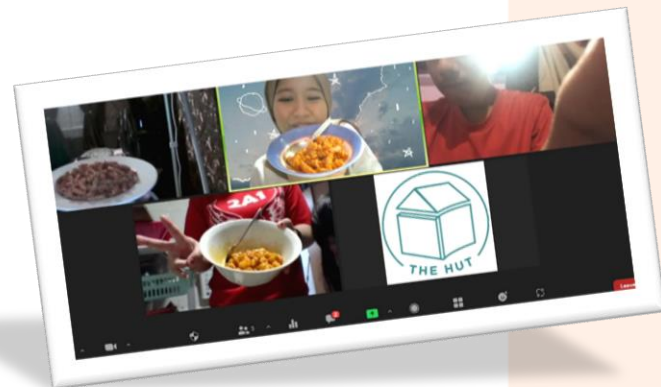
Literacy and Numeracy programme for K1-P1: Of the 11 children whose baseline result in one or both subjects were less than 50%, 8 of them achieved 50% and above for one or both subjects

Mentoring: 36/61 children were paired with mentors. Of the 26 children surveyed, 93% of them highly enjoy spending time with their mentor.



Youth Peer Support group (Lepak)

Lepak seeks to increase social support for youths at The Hut. We empowered the youths to plan and lead activities for the group and their bond was strengthened through this process. The youths were also able to share self-care techniques and advice to one another to cope with similar problems they face in their lives. The *Lepak* youth eventually formed an informal support network with one another following the programme.



Specialised interventions

The Hut ran a Jumpstart groupwork for youths targeted at supporting them to develop positive self-identity as they navigated through secondary school. Another groupwork titled GirlPower! was also conducted to empower the girls who were in pre-teens to understand their emotions whilst navigating through puberty.

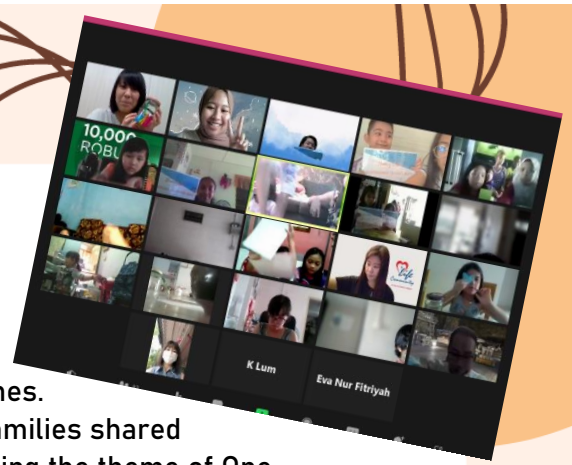


The Hut also supported a total of 8 children and youth via casework and counselling.

Family Day

As far as traditions go, the annual Family Day carried on despite the pandemic via a different mode than the usual. Through the online platform, families participated in many delicious activities together in the comfort of their own homes. From a sandwich-making contest to ice-cream churning, families shared sweet and fun experiences together on Family Day, embracing the theme of One Community, One Heart @ The Hut.

Special thanks to the volunteers from Budding Einsteins who facilitated the ice-cream activity! The Hut also celebrated the children from the EduGrow for Brighter Tomorrows programme, including the results of the PSLE students. Hip Hip Hurray!



Success Stories at The Hut



When Marlene* joined us 6 years ago, she was keen in coming for tuition and activities but was a shy girl who kept mainly to herself. Helpful and thoughtful by nature, Marlene has the heart to help but is often wary of taking the initiative.

Over time, she grew in confidence and demonstrated leadership qualities which we believed she possesses. She started to speak up without prompting. After attending a Science Centre workshop, Marlene was interviewed and gamely acted in a demonstration video. During our Zuju event with the Manchester United soccer players, Marlene came prepared with a jersey and took the courage to ask for the soccer player's signature. Marlene also stepped up to accept an interview by the media.

Today, Marlene is in Sec 1 and studying at a school of her choice. She continues to participate in Hut activities as one of our newest youth members!



*Not their real names



Success Stories at The Hut

Eric* joined us in 2021 as a new Hut member, keen to participate in the Community Sports Programme. He first joined with his best friend and would often only stick to him.



Eric is on the Autism Spectrum and due to his ASD, structure and familiarity are very important to him. While getting to know the new people he met at training, there would often be friction and minor disagreements amongst the children. Whenever Eric was disappointed with his progress at basketball, he would throw tantrums during training and would call it quits.

Through constant guidance and encouragement from the Hut team, Eric was motivated to continue training. Coach has also learned how to manage Eric, requiring less intervening from the staff. Over the year, Eric and coach have built a positive relationship where Eric looks forward to training. This year, Eric is better able to relate positively with his peers and is much more independent. He continues to be a regular participant of our Community Sports Programme, readily giving it a thumbs up rating!

*Not their real names

7. Governance

Human Resource

The team employed an intern from February to June 2021. Kaixin was able to build strong relationships with the children and families through her positive and bubbly nature. She also initiated and ran a storytelling workshop for the children.

Staff Development

All full-time staff are equipped with First Aid training in 2021. The first aid training skills come in handy for any programmes, especially outdoor programmes where children and youth may be more susceptible to injuries.

Communication platforms

The Hut has the following communication channels to connect with our children and families as well as stakeholders:

Volunteer Development

For our K1 to P1 Literacy and Numeracy Programme (EduGrow)

29 volunteers were trained in the Early Learning Programme (ELP) conducted by Learning Vessels that consisted of a Literacy and Numeracy curriculum for the younger children. The volunteers were also trained in the kidsREAD Programme conducted by National Library Board on storytelling.



thehutlimited.com



hello@thehutlimited.com



facebook.com/thehut.sg



instagram.com/thehut.sg

8. Our Heartfelt Appreciation

Partners & Volunteers

In 2021, The Hut worked with 41 partners and volunteers on various collaborations:

Community Partners

- Aureus Academy
- Budding Minds
- Bold at Work
- Brahm Centre
- OCBC Consumer Financial Services
- Delaware
- Dunman High School
- Education Advocates
- Ernst & Young
- Kelvin Sng Productions
- KidsREAD
- Learning Vessels
- Life Community Services Society (Key Partner for EduGrow for Brighter Tomorrows)
- Marine Crescent Ville RC
- Marine Drive View RC
- Marine Parade Community Centre
- Marine Parade Youth Network
- Montfort Family Service Centre
- My First Skool (Blk 18)
- Ngee Ann Primary School
- National Volunteer and Philanthropy Centre (NVPC)
- People's Association Membership & Partnership Division
- PAP Community Foundation (Blk 46)
- Pollearn Education
- Preschool Market
- Singapore Association for Mental Health (SAMH)
- South East CDC
- SportCares
- Social Service Office@ Bedok
- The Red Pencil Singapore
- Touch Young Arrows
- WeCare@MarineParade
- ZujuGP

Our Heartfelt Appreciation



Individual Volunteers

- Mr. Mathieu, MaCuisine
- Ms. Noorsharfirah, Marine Parade NPC
- Ms. Stella Koh, SGH
- Mr. Md Shaheer
- Ms. Lim Yi Xin
- Ms. Veron Ng Chu Yi
- Ms. Indigo Anne McCollum
- Ms. Anna Giselle Gerke
- Ms. Arathy Sivakumaran

Patrons

- ESM Goh Chok Tong, Patron of The Hut
- Dr. Tan See Leng, Patron of The Hut
- Mr. Tony Tan, Patron and Member of The Hut
- Mr Kelvin Lum, Patron of The Hut
- Dr. Chua Ee Chek, Member of The Hut

Founding Donors

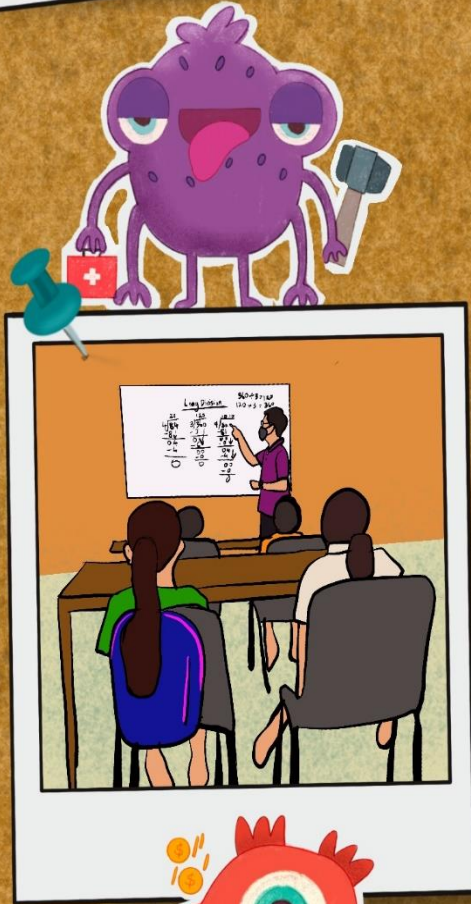
- Mr. Tony Tan (\$50K)
- Mr. Tony Chew Leong Chee, on behalf of Alliance Asia (\$40,000)
- Mr. Wong Fong Fui, on behalf of Mayfield Investment (\$20,000)
- Mr. Lloyd Soong, on behalf of Pasture Pharma (\$4,500)

Pioneer Donors

- Mr. Kelvin Lum, on behalf of Lum Chang Construction (\$300,000)
- Mr. Ean Kuok, on behalf of Balkane Investment (\$100,000)
- Mr. Kwek Leng Peck (\$35,000)
- Mr. Henry Tay (\$35,000)
- Ms. Aw Sock Beng (\$30,000)
- Ms. Joey Tan, on behalf of McKnight Engineering (\$20,000)
- Mr. Raymond Gan, on behalf of GL Engineering (\$10,000)
- Mr. Sim Mong Teck (\$10,000)
- Mr Chuah Kok Keong, WSE Pte Ltd (Air-con sponsorship)
- Mr Steven Tseng (\$50,000)
- Hoe Kee Hardware Pte Ltd (hardware furnishing sponsorship)

Programme Donor

- Mr. Ching Wei Hong, on behalf of Staff of OCBC Bank CFS (\$350,000 - pledged)



*Where dreams take form and
visions take flight*