

DONOR REPORT

FMAS TRAMPOLINE FUND

REPORT 2

APR 2021–OCT 2021

This report highlights the impact of the charity partners supported by funds raised at ACI Live Aid 2020

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FMAS TRAMPOLINE FUND

REPORT 2

APR 2021–OCT 2021

This report highlights the impact of the charity partners supported by funds raised at ACI Live Aid 2020



This was previously the ACI Trampoline Fund which has been renamed to FMAS Trampoline Fund following the change of name of ACI Singapore to **Financial Markets Association of Singapore**. This was announced during the 47th Annual General Meeting held on 14 January 2021.

TMT GRANTS.

FMAS TRAMPOLINE

Executive Summary

In partnership with FMAS Singapore, the FMAS Trampoline Fund **raised \$471,000*** at ACI Live Aid — Financial Markets Give Back 2020, from **131 family offices, corporate and individual donors**. **100%** of funds raised have been committed to Education, Employment and Community projects. As of 31 October 2021, the Fund has worked with **15 grantee partners** who have reached **50,707 beneficiaries**.

This report covers our grantee partners from the 2020 grant round. Future reports will also include our grantee partners from the 2021 grant round in November 2021.

Trampoline Highlights

Funds Raised

\$471K*

Funds Committed (FY2020)

100%

Funds Utilised (2020 Grant Call)

\$384K (82%)

Total No. of Beneficiaries

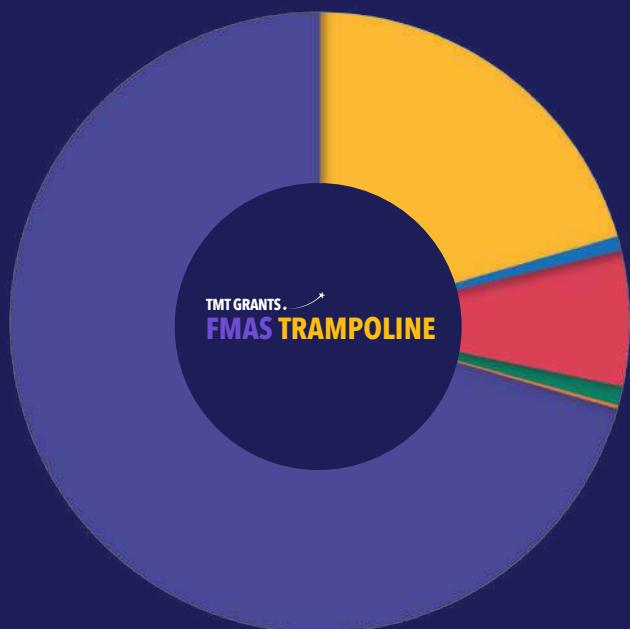
50,707

Total No. of Volunteers

1,408

*This excludes event costs and the additional \$150K matching funds received in 2021 from the Tote Board Enhanced Fund-Raising Programme.

As at 31 October 2021



Beneficiaries by target groups

| | |
|---------------------------|---------------|
| ● Children & Youth | 2,955 |
| ● Vulnerable Adults | 69 |
| ● Persons with Disability | 293 |
| ● Seniors | 40,658 |
| ● Community | 6,506 |
| ● Families | 226 |

Beneficiaries by Programme Type

| | | |
|---|------------------------------|--------------------------------|
| ● | Programmes and Interventions | 8,329 BENEFICIARIES |
| ● | Outreach and Awareness | 42,378 BENEFICIARIES |

LEGEND

Funds Committed

Total amount of grants approved by the respective grant panels

Programmes and Interventions

E.g. counselling, training

Outreach and Awareness

E.g. care packages, events, seminars

Families

Inclusive of parents

Vulnerable Adults

Affected adults <65 y/o, ex-convicts, displaced workers, other vulnerable groups

The FMAS Trampoline Fund draws inspiration (as well as its name) from Senior Minister Tharman Shanmugaratnam's "trampoline" idea — that social assistance should ultimately help those in need bounce back up.

Thus the Fund looks at supporting programmes that work with the vulnerable and disadvantaged to improve their capabilities to change their lives for the better.

The Fund supports programmes in 3 domains:

- 1 Education:** working with children and youth to build key academic and interpersonal skills;
- 2 Employment:** helping those from disadvantaged backgrounds find better jobs and build careers;
- 3 Community:** improving our collective well-being, and communal ability to support families who are striving to do better.



"I believe in the notion of a trampoline [...] If you provide help for someone who is willing to study hard; if you provide help for someone who is willing to take up a job and

work at it [...] it transforms culture. It's not just about transactions. It's not just about the size of grants. It's about keeping alive a culture where I feel proud that I own my home and I earn my own success through my job. I feel proud that I'm raising my family. And keeping that culture going is what keeps a society vibrant."

Senior Minister Tharman Shanmugaratnam
St. Gallen Symposium, 2015

Regardless of age, everyone should have the opportunity to bounce back.

The FMAS Trampoline Fund covers a diversity of beneficiaries and clients, spanning children, youth, working adults, and the elderly. This allows the Fund to help people who play different roles in a family unit. Since everyone in a family is connected, helping even just one family member to bounce back can catalyse an overall improvement in the family's overall situation. In this sense, the Fund's diversity helps provide multiple opportunities for people to bounce back, no matter where they are in life.

As the FMAS Trampoline Fund was launched in the second half of 2020, it would be premature to report measures for the grants. TMT looks forward to reporting metrics in future reports. For this report, we include key output metrics, as well as in-depth stories that show how grantee partners are creating long-term impacts for people across different ages and stages in life –

Trybe

Trybe is a social services agency that works with youth struggling with substance addiction, delinquent behaviours and mental health challenges. Trybe's "Building Eco-systems" (BES) initiative provides employment support for at-risk youths,

empowering them with job coaching and profiling preparation. Trybe also partners with employers to open opportunities for job stints and enhance companies' capabilities in training and development of these youths at their workplace.

WILD RICE

WILD RICE, one of Singapore's leading professional theatre companies, runs a year-long Singapore Youth Theatre programme for youths ages 13 to 17. Through the programme these youths (including those from low-income families) make and present theatre that speaks to and for people of their generation. The programme is guided by experienced playwrights, directors and designers.

Very Special Arts

Very Special Arts (VSA) provides access and opportunities for people with disabilities through the arts, with established pathways for them to progress and pursue an arts career. In particular, the Visual Arts Track has 3 building programs to help people with disabilities achieve their aspirations and earn income from their work.

FMAS Trampoline Fund

In partnership with FMAS, the FMAS Trampoline Fund was created to support non-profit programmes and initiatives that address the longer-term needs of vulnerable people in Singapore beyond the Covid-19 crisis, to provide a “trampoline” for these groups in uncertain times.

The Fund aims to create sustainable change in beneficiaries' lives e.g. empowering vulnerable workers through job guidance and skills training, and supporting disadvantaged children and youth in education.



GRANT PANEL



Mr Leng Hoe Lon
Chairperson of ACI
Live Aid Organising
Committee



Mr Samuel Koh*
Deputy President,
FMAS



Ms Sabrina Tan
EXCO Member,
FMAS



Mr Kenneth Kan
EXCO Member,
FMAS and
Board Member,
The Majority Trust



Mr Martin Tan
CEO,
The Majority Trust

*Ms Eileen Chia, EXCO Member of FMAS has replaced Mr Samuel Koh on the grant panel with effect from Aug 2021.

About FMAS



**FINANCIAL
MARKETS
ASSOCIATION
of SINGAPORE**
Affiliated to ACI FMA

Formed in 1973, FMAS is the standard bearer for financial markets professionals in Singapore. Their history has been inextricably linked to Singapore's emergence as a leading financial centre in the world.

Formerly known as ACI Singapore – The Financial Markets Association, the Association was renamed to Financial Markets Association of Singapore on 31st March 2021, and is affiliated with ACI – The Financial Markets Association, the global body. This Paris-based global body, Association Cambiste Internationale (ACI), has more than 13,000 international members worldwide in more than 60 countries, making it the largest international association in the wholesale financial markets. ACI was founded in France in 1955 following an agreement between foreign exchange dealers in Paris and London.

FMAS is an active participant in the ACI Global arena and with the ACI FMA Standing Committees. FMAS's Singapore members

have been elected to various global committees over the years, and presently to the ACI FMA, Board of Education. FMAS is also a leading Financial Markets Training provider in Singapore, with its industry-standard, in-house training based on a training roadmap developed in partnership with the Singapore Management University. All these underpin FMAS's commitment to the continuing education and professional development of our members, and the industry.

Over the past 27 years, FMAS has raised over \$12.6 million for the less fortunate in our society through its annual Charity Golf and Dinner event. This charity drive is widely and actively supported by our members, the dealing fraternity and financial institutions across Singapore.

FMAS Trampoline Grantee Partners

The following summarises what our grantee partners are doing with the FMAS Trampoline grants. We invite you to learn more about our grantee partners on page 36 –37.

EDUCATION

- 13** Disabled People's Association
- 14** Tasek Jurong Limited
- 14** WILD RICE Ltd

EMPLOYMENT

- 15** Babes Pregnancy Crisis Support Ltd
- 15** Beyond Social Services
- 16** HCSA Community Services
- 16** Image Mission Ltd
- 17** Trybe Limited
- 17** Very Special Arts Singapore Ltd

COMMUNITY

- 18** VintageRadio.SG Ltd
- 18** Epworth Community Services
- 18** New Life Community Services
- 19** REACH Community Services
- 19** Singapore Anglican Community Services
- 19** Taman Jurong CCC CDWF

Metrics

We work with grantee partners on which metrics to apply. Only the metrics that are appropriate for that project are used.

FUND METRICS

As at 31 October 2021

Funds Raised

\$471K*

*This excludes event costs and the additional \$150K matching funds received in 2021 from the Tote Board Enhanced Fund-Raising Programme.

Funds Committed (FY2020)

100%

Funds Utilised (2020 Grant Call)

\$384K (82%)

OUTPUTS

Total No. of Beneficiaries

50,707

Total No. of Volunteers

1,408

OUTCOMES

The FMAS Trampoline Fund covers a diversity of beneficiaries and clients, spanning children, youth, women, working adults, and the elderly. This allows the Fund to help people who play different roles in a family unit. Since everyone in a family is connected, helping even just one family member to bounce back can catalyse an overall improvement in the family's overall situation. In this sense, the Fund's diversity helps provide multiple opportunities for people to bounce back, no matter where they are in life.

This diversity also means it is not possible to apply a single set of metrics to all grantee partners and programmes. Even so, we would like to highlight outcomes linked to education and employment. These two are key channels for helping people bounce back or bounce up from their current circumstances.

OUTCOMES

Employment

The Fund's grantee partners collectively assisted 132 women, youths, and ex-offenders in developing confidence and honing their job search skills. Grantee partners did so in a variety of ways. Image Mission's "IM Ready" focuses on imparting job search skills such as interviewing and resume writing, via 4 weekly virtual sessions and 1-to-1 coaching for their participants by senior management volunteers. HCSA Community Services trains ex-offenders so they can achieve a WSQ Higher Certificate in Food Services, and matches them with F&B partners for jobs. Trybe's "Building Eco-Systems" coaches disadvantaged youth, matches them with employers, and works with both so the youth stays employed for longer. Beyond Social Services's "Youth Want Work" fostered a network of youths in the community to encourage mutual self-help in finding employment. **Of the 132 people who benefited from our grantee partners' efforts, 37 people went on to find new employment.**



Educational

In addition, other Fund grantee partners also worked to improve educational outcomes. For example, Tasek Jurong Limited's "Gift of Reading +" programme helped 7-8 year old students from low-income families improve their ability to focus, express themselves, and take part in group discussions.



Separately, Very Special Arts Singapore Ltd trains those who are disabled or are on the autism spectrum in arts skills, with opportunities for mentorships, residencies, and commissioned work by external parties. This also includes a top-up certificate offered in partnership with the Nanyang Academy of Fine Arts (NAFA) Centre for Lifelong Education.

CATEGORY

Education

Working with children and youth to build key academic and interpersonal skills.

GRANTEE PARTNERS

01 Disabled People's Association (DPA) - DisOrdinary Love (DOL)

ONGOING

The DPA advocates on behalf of and with persons with disabilities (PWD) to engage with stakeholders, policy makers and other interested parties and ensure PWD are involved in the consultation, implementation and evaluation of policies and programmes that affect PWD.

The DisOrdinary Love provides a free and holistic sexuality education programme for persons with disabilities and their parents, with the aim of empowering them with a healthy view on sexuality and relationships. They go beyond the current syllabus taught in SPED schools, touching on topics like sexual abuse, puberty and sexual needs.

With the online nature of their workshops, the team saw a necessity to shift their approach due to the growing zoom fatigue experienced by participants, which led to lower participation. As such, the team focused on adapting their zoom workshops to making online video workshops that are easily accessible and downloadable at any time by the public. They are planning to launch their videos in November.

GRANT AMOUNT**\$27,300****BENEFICIARIES****226****NO. OF RUNS****2**

GRANTEE PARTNERS

02 Tasek Jurong Limited - Gift Of Reading + ONGOING

Tasek Jurong is a non-profit organization whose mission is to support and uplift beneficiaries who include, but are not limited to ex-inmates, youth at risk, single parents, the needy and disabled and their families.

Gift of Reading + supports children aged 7 to 8 years from low-income families, to reduce the performance gap between these children and their peer group and prepare them for their schooling years. Their theme-based programme incorporates the use of Story Drama to enable children to be more comfortable and confident in communicating in English and over time, develop an interest in reading that will help broaden their minds. It also develops the child's creative imagination, language receptive ability, clarity of speech, and expressive communication.

GRANT AMOUNT

\$50,000

VOLUNTEERS

8

BENEFICIARIES

45

03 WILD RICE Ltd - Singapore Youth Theatre

ONGOING

STORY & INTERVIEW

PG21

WILD RICE is one of Singapore's leading professional theatre companies whose mission is to provide a forum for the shared experience of theatre.

The Singapore Youth Theatre programme is a year-long theatre-making programme for youths ages 13 to 17, providing young people with a platform to make and present theatre that speaks to and for people of their own generation. The programme is guided by experienced playwrights, directors and designers.

GRANT AMOUNT

\$50,000

BENEFICIARIES

16

CATEGORY

Employment

Helping those from disadvantaged backgrounds find better jobs and build careers.

GRANTEE PARTNERS

04 Babes Pregnancy Crisis Support Ltd – Babes Bridging Programme

ONGOING

Babes was launched in 2005 as a programme under Beyond Social Services, providing a 24-hour SMS helpline and other resources for girls to seek help with issues regarding teenage pregnancy.

The Babes Bridging Programme initially aimed to support pregnant teenagers who opt for parenthood, with skills and knowledge required to gain employment and support their families.

However, with the COVID-19 pandemic and restrictions on running in-person workshops, Babes has had to rethink the programme. Babes will now use part of the grant to fund bursaries to assist the young mothers financially when they return to school.

GRANT AMOUNT**\$40,000****VOLUNTEERS****1****BENEFICIARIES****5 (projected)**

05 Beyond Social Services – Youth Want Work **ONGOING**

Beyond Social Services is a charity dedicated to helping children and youths from less privileged backgrounds break away from the poverty cycle through providing guidance, care and resources. Youth Want Work is a primarily youth-driven pilot programme that draws together youths from rental flat neighbourhoods who have left school, are about to graduate or are currently seeking employment. It offers services to training, job-matching, internship opportunities, networking among peers and more.

GRANT AMOUNT**\$50,000****VOLUNTEERS****15****BENEFICIARIES****54**

GRANTEE PARTNERS

06 HCSA Community Services - #ICanStayOnCourse Training Allowance ONGOING

HCSA Community Services originally started as a halfway house for recovering drug addicts and ex-offenders. Today, their work has expanded to include ex-offenders, teenage girls who have experienced the complex trauma of physical, sexual or emotional abuse, and single parents with limited support.

This initiative provides a training allowance for 59 vulnerable members enrolled in the HCSA Academy Culinary Training Centre course to keep them motivated to complete a 6 week culinary course and receive a WSQ Higher Certification in Food Services (Culinary Arts). This will subsequently open them to job opportunities from HCSA's F&B partners, enabling them to support themselves and their families.

They concluded their programme in October and have helped 47 members graduate with a culinary arts certification and close to 80% of them have found employment in F&B establishments.

GRANT AMOUNT

\$40,120

BENEFICIARIES

47

07 Image Mission Ltd - IM Ready COMPLETED

Image Mission aims to promote the economic independence of the disadvantaged in Singapore, by providing them with career coaching, image services and presentable work attire for job interviews and career advancement. I'M Ready provides employment support for women who face unemployment or underemployment, cultivating a growth mindset to expand their career prospects.

The team has empowered 22 vulnerable women with confidence, equipped them with tools and resources for job readiness and boosted professional presentation for interviews. 3 more women are in the midst of graduating from the programme. With this new found confidence and clarity of their career journeys, 10 women have managed to secure employment.

GRANT AMOUNT

\$12,800

VOLUNTEERS

5

BENEFICIARIES

22

NO. OF RUNS

3

GRANTEE PARTNERS

08 Trybe Limited - Building Eco-Systems

ONGOING STORY & INTERVIEW PG25

Trybe is a social services agency that specializes in working with youth facing adversities such as substance addiction, delinquent behaviours and mental health challenges.

Building Eco-systems is an employment support intervention service, to provide employment support for youths who have dropped out of school and enhance companies' capabilities in training and development of young people. This opens sustainable successful opportunities and pathways for these youth.

During the course of the programme, Trybe encountered some challenges in retaining and onboarding new youths due to multiple factors, from COVID-19 restrictions that limited partnerships with external vendors for job stints to relapses of at-risk youths. However, Trybe continued to seek other partnership opportunities with employment partners to provide exposure or attachment opportunities. They are also working towards improving their outreach to the youths with a more targeted approach.

GRANT AMOUNT

\$50,000

BENEFICIARIES

6

09 Very Special Arts Singapore Ltd - VSA(S) Visual Arts Track

ONGOING STORY & INTERVIEW PG30

Very Special Arts (VSA)'s mission is to provide access and opportunities for people with disabilities through the arts. They have also established pathways for persons with disabilities to progress and excel in their fields and pursue a career in the arts. This initiative focuses on the Visual Arts Track that has 3 building programs to help PWDs achieve their aspiration and earn a living through the arts and creative trade.

GRANT AMOUNT

\$26,897

VOLUNTEERS

6

BENEFICIARIES

293

CATEGORY

Community

Improving our collective well-being, and communal ability to support families who are striving to do better.

GRANTEE PARTNERS**10 VintageRadio.SG Ltd - Vintage Radio SG** COMPLETED

VintageRadio.SG is a newly founded non-profit organisation that seeks to create a multimedia channel, including a radio station, to provide curated content specifically targeted to fulfil the emotional and mental health needs of seniors. The multimedia channel is also a mobile app that is designed to encourage and make it easy for seniors to go digital.

GRANT AMOUNT**\$50,000****BENEFICIARIES****40,378** UNIQUE LISTENERS**11 Epworth Community Services** COMPLETED

Epworth Community Services is a social service agency that reaches out to help at-risk children and youth from disadvantaged families with literacy skills, providing foster care and trauma therapy programmes.

GRANT AMOUNT**\$24,000****VOLUNTEERS****700****BENEFICIARIES****732****12 New Life Community Services** COMPLETED

New Life Community Services is a social service agency that serves the community and mentors the next generation through education and youth engagement programmes.

GRANT AMOUNT**\$12,000****VOLUNTEERS****208****BENEFICIARIES****2,790**

GRANTEE PARTNERS

13 REACH Community Services COMPLETED

REACH Community Services seeks to support vulnerable people and families in community through a range of family, youth, senior and counselling services.

GRANT AMOUNT**\$12,000****VOLUNTEERS****435****BENEFICIARIES****3,774**

14 Singapore Anglican Community Services – St Andrew's Nursing Home (Taman Jurong) COMPLETED

St Andrew's Nursing Home (Taman Jurong) aims to provide long-term support, nursing care and rehabilitation for the elderly, people with dementia and mental health issues.

GRANT AMOUNT**\$21,600****VOLUNTEERS****30****BENEFICIARIES****280**

15 Taman Jurong CCC CDWF – Taman Jurong Cares COMPLETED

Through the launch of Taman Jurong Cares, they have been able to provide Taman Jurong residents with food vouchers and support for daily expenses of residents whose jobs or income have been affected by Covid-19.

GRANT AMOUNT**\$4,000****BENEFICIARIES****2,000**

FMAS Trampoline Stories

-
- 21** [WILD RICE – Singapore Youth Theatre: A Gym for Empathy](#)
 - 25** [Trybe – Helping Rehabilitated Youths Rebuild Their Lives](#)
 - 30** [VSA\(S\) – Every Human is an Artist: Supporting artists with disabilities](#)

FMAS Trampoline Grantee Partner

WILD RICE – Singapore Youth Theatre: A Gym for Empathy

“[If I] can sum it up in a sentence. The theater is a gym for empathy. It's where you —no matter where you are in the theater—whether or not you're seated in the audience, whether or not you are on stage, whether or not you're part of the creative process—you're writing, you are, part of creating the world of theater. It is a gym to exercise, our empathy to consider and to imagine the experiences of other people” said Thomas Lim, Wild Rice's Associate Artistic Director for Youth & Education.





The Singapore Youth Theatre (SYT) is an initiative founded in 2019 by Thomas Lim and Ezzat Alkaff, Head of Youth and Education for Wild Rice, an award-winning and internationally acclaimed theatre company. SYT provides a platform for young people between the ages of 13–17 to be part of the theatre of their dreams. Participants are able to gain theatre experience from writing and directing to performing. At the end of the programme, participants stage an original production under the guidance and direction of a professional creative team. Thomas Lim's background is in drama education and has worked in many school campuses and contexts.

Bringing Young People Together

Thomas and Ezzat believe that the power of theatre is in its ability to bring people

together, for us to see who we are, to connect to other people on a deeper human level beyond our day to day exchanges. Bringing youth together, SYT gives every young person a chance and ability to express their collective aspirations and experiences as a generation.

“I really wanted to see [what we could do] beyond the school, [where] we lift all sorts of boundaries and restrictions. What can we see? What stories can we tell with these young people?”
— Thomas Lim

Opening Up Access to the Arts

As fate would have it, everything aligned to set their initiative in motion. Wild Rice moved into a new theater space and while they had their main season shows, most of these were produced for the evenings. Thomas and Ezzat felt the theatre and studio were underutilized and seized the opportunity to combine their passion for theatre and educating youth by opening up the space to welcome young people and children. The two wanted to use their area of expertise in arts, theatre, education and working with young people to create SYT.

Ezzat wanted to change access and exposure to the arts for the young people applying to SYT, “I didn't come from a very rich secondary school. It was really one of those that's not even around anymore. We didn't get a lot of exposure to many different things. Different schools get different kinds of outreach and exposure.”



For their pilot year, SYT required a fee and offered scholarships, but since removing this barrier with the grant from FMAS, the number of applicants more than doubled—from 25 people applying the first year to 98 in 2021. “It is a big difference, isn't it? [When you remove that] barrier [to extend the arts] beyond the people who can just afford to go

to the theater and have that kind of exposure,” added Ezzat.

Hearing from the Youth

The programme has also spread among the young. One participant, Darshan, a third-year student at the School of the Arts (SOTA) heard of SYT through a schoolmate who had in the pilot. Darshan applied to be part of the 2021 cohort after he watched the final production put together by the first batch.

“I was just blown away and I told myself this is something I definitely want to be a part of. Because even though I'm doing theater in school [and] although I have done prior acting outside of SOTA—I haven't actually been on a proper stage in a proper play.”

— Darshan

It was a similar story for Yu Xin, a student from St. Nicholas Girls School, who applied to the programme after hearing about it from a friend in the pilot batch. Yu Xin feels that art is an essential part of life, and hopes more people will see it as such: “Sometimes people don't realise how the Arts are there in our everyday lives...It's not something you can escape from. For me, the Arts is a way for me to—as cliche as it sounds—it's also a celebration of the human experience or a reminder of what it means to be human and have emotions.”

A Safe Space for Youth to Express Dreams

Not only does SYT provide access and exposure to unique performance arts, it is a safe space for young people to have a collective discussion about differences and discrimination.

"What we try to do is always relate it back to the show or something that we are exploring and discussing so it never has to tie back to "I". [We want them to] always

[have a] layer of safety for themselves. But, if young people choose to share that they've had that similar experience and explained that, we welcome that conversation. But we [always try to make sure they're] never too vulnerable or in an emotional state," said Ezzat.

"I always felt like the theatre is a platform in which young people get to express their dreams, their aspirations, their thinking—for the future; for the world. The support of The Majority Trust and the FMAS fund, allows us to expand our reach and share these transformative experiences with these young people. It's not just the participants, but also the audience that comes to watch our show," said Thomas.



FMAS Trampoline Grantee Partner

Trybe – Helping Rehabilitated Youths Rebuild Their Lives

The “Building Eco-Systems” (BES) programme empowers and helps rehabilitated youths with vocational training and employment across various industries. Initiated by Trybe Limited, the programme has helped youths, aged 16 to 25, find their footing in the workforce and reignite their passion and ambition as they rebuild their lives.

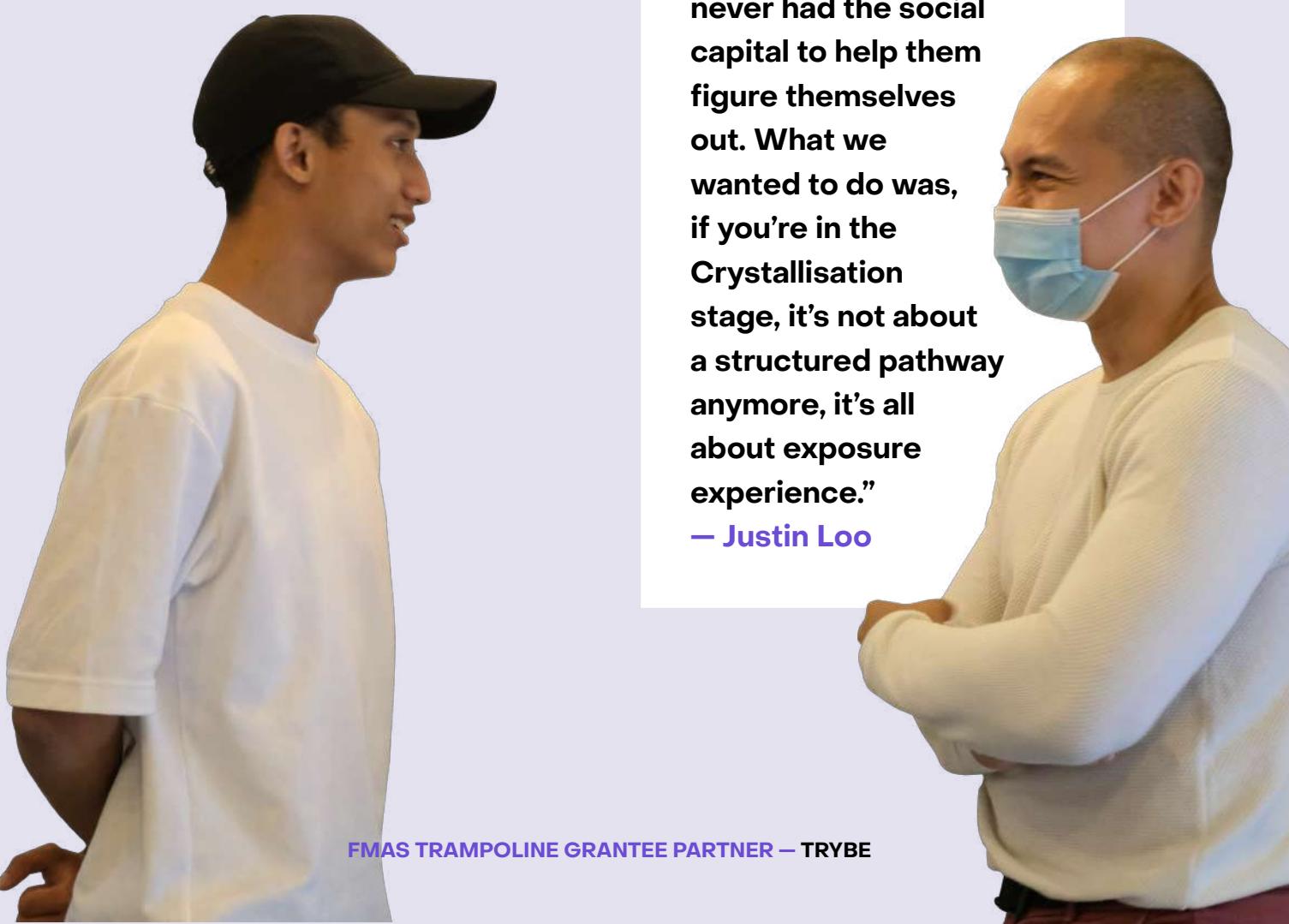


Khalili Ramadhani always struggled to find employment even after ridding himself of negative influences in his life. But like many other rehabilitated youths, Khalili found himself at risk of falling into bad company. He had to choose between seeking a new start or returning to his previous lifestyle that got him in trouble in the first place. However, Khalili feels fortunate to have participated in Trybe's BES programme. Since then, he has been involved in jobs across multiple industries, and has a clearer plan for the road ahead.

Building Eco-Systems to Support Rehabilitated Youths Find Work

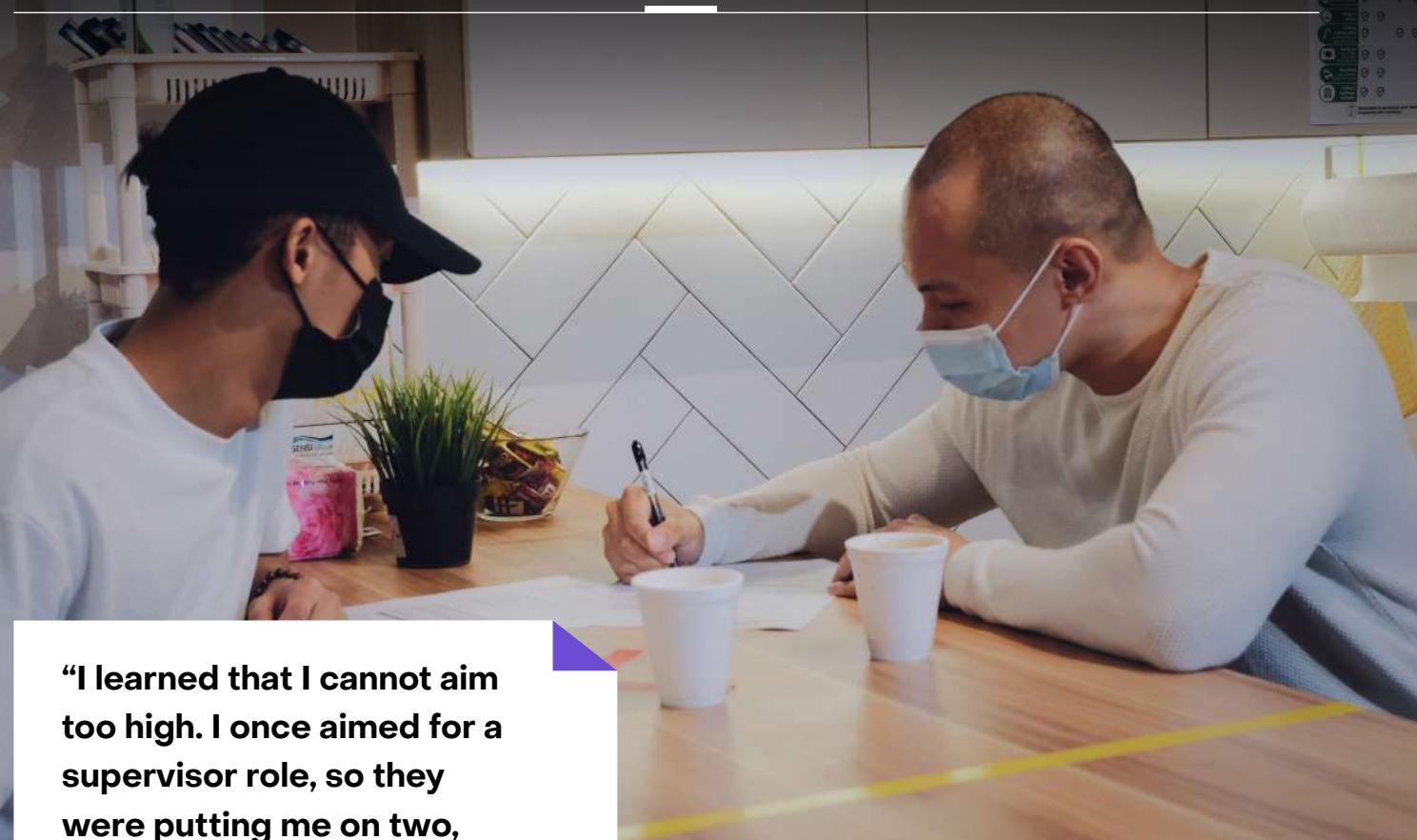
Launched in May 2020, the BES programme assists rehabilitated youths to break out of their "Crystallisation" stage. Justin Loo, a

counsellor at Trybe, describes it as the gap that exists for youths-at-risk who seek employment, but do not have the educational foundation to develop their career. To bridge this, Trybe's BES programme focuses on two key aspects of the career development; namely job readiness and development opportunities. This starts with helping youths determine their career values, interests, personality and skills. The elaborate profiling has helped Trybe work with youths to establish an identity for themselves and improve their social environment so that they can be ready for work. Trybe links up with its network of partners, mainly empathetic employers, to help the rehabilitated youths gain much-needed work experience.



"A lot of at-risk-youths never had the social capital to help them figure themselves out. What we wanted to do was, if you're in the Crystallisation stage, it's not about a structured pathway anymore, it's all about exposure experience."

— Justin Loo



“I learned that I cannot aim too high. I once aimed for a supervisor role, so they were putting me on two, double jobs. I knew I wasn’t ready for this. From there, I learnt that I have to progress a bit slower.”

— Khalili Ramadhani

Through these work exposures, youths learn to recognise their strengths and work on their weaknesses and understand the need to be adaptable. Throughout this process, the youths are also accompanied by counsellors for social and emotional support.

Small Steps to Big Changes

After multiple internships, working in logistics and at various F&B outlets, Khalili found his calling as a bartender at Blu Jaz Cafe. The job rotations allowed Khalili to reflect on what he is capable of. Khalili also realised that he had to work on personal issues such as his commitment to his job, the discipline to wake up early, and prioritising punctuality. Unlike youths who are used to waking up at 6AM to get ready for school, Khalili had difficulties waking early to prepare for work. But with support from coaches and counsellors like Justin, who constantly encouraged and guided him, Khalili became a dedicated and steadfast

worker showing up on time and doing his best at work. Like other youths, Khalili too has his aspirations. He hopes to find himself in the championship ring as a mixed martial arts fighter, with the likes of Conor McGregor and Ronda Rousey. But Khalili recognises that while personal growth can come from pushing his limits, progress takes time. He needs to be present and focus on specific goals, one at a time, to eventually achieve his dream. So for now his wish to become a mixed martial arts champion is on hold. Khalili knows that he needs to improve his skills at bartending and settle in to his regular routine at his work, before he can afford lessons to learn jiu-jitsu – his next goal.

Opportune Time for Review With Slower Enrolment

Despite the successes of the BES programme, the CoVid-19 restrictions has made it tougher for Trybe to reach out to larger numbers of youths to enrol for the programme. But the team is making the most of this period to review the BES programme. Specifically, to improve on the delivery of Trybe's own curriculum.

Justin and his team have tweaked the programme to cater to different learning styles and behaviours of youths who come for help.

Trybe found that in a real work environment, there is little room for error, and the rehabilitated youths who are unprepared will be disheartened and meet with failure. So a key component of the Trybe training is to work with youths prior to their internships to gain industry experience. During this in-house training period, the youths get to make mistakes and develop their skills, coached by Trybe's counsellors who are more aware and sensitive to the learning styles of youths who seek help. The team has come to realise that lecture-style training with written work is more challenging and less effective for these youths, and have embarked on reworking the way the curriculum is delivered.

The Importance of *Structured Support* for Rehabilitated Youths

To date, the grant from FMAS Trampoline Fund has allowed the BES programme to continue helping rehabilitated youths reintegrate back into their communities and to find work. Justin explains that the grant has given the team the ability to become a safe space by building psychological rapport and support that youths in the programme need. He believes the structured BES programme is an important scaffold for youths like Khalili as they gain work experience and go on their personal journeys to get back on track with life.

The BES programme has helped youths like Khalili stay motivated because of the encouragement and advice from the coaches, and has helped debunk many commonly held misconceptions about youths-at-risk. Often misunderstood by society as youngsters who cannot move beyond their troubled past, the BES programme has shown that rehabilitated youths are as capable and effective as any other at work, when given the opportunity and the right guidance.

FMAS Trampoline Grantee Partner

Very Special Arts Singapore – Every Human is an Artist: Supporting artists with disabilities

In Singapore, people with disabilities make up a small 0.55% of the resident labour force or 12,000 out of 2.26 million in 2016. Most of whom are employed in the hospitality, food and beverage, wholesale and retail and administrative support sectors— not in the arts. Enter: Very Special Arts Singapore [VSA(S)] the only non-profit organisation in the country dedicated to providing opportunities for persons with disabilities in the arts sector.



Founded by Professor Tommy Koh in 1993 as an affiliate of international organisation VSA, he discovered there was one overlooked area: persons with disability in the arts community.

VSA(S) offers a three-step pathway where beneficiaries begin their foundation with their teachers, then proceed to become artists-in-training until they are able to grow into professional creatives who are independent and able to make a career for themselves in the arts.

Catering to the individual

The programmes and services VSA(S) offer cater to all persons with disabilities (physical, sensory or intellectual) with varying needs, abilities, and interests. After the beneficiary is interviewed and offered a trial lesson, they are enrolled into a class that supports their appropriate needs and abilities. In some high-support classes, VSA(S) has one volunteer supporting every beneficiary so that they are individually guided to follow the instructions given by the artist-teacher. This is appealing to parents, who enrol their children into VSA's art classes precisely for the dedicated guidance their programmes offer.



"I would like to spark art interest in Grant, and [wanted] to have a qualified art and ASD trained-teacher to teach and guide him. Before joining VSA, Grant did not really enjoy art," said one beneficiary's parents. "Grant is (now) more confident in doing his artwork. He has learnt to be independent. He enjoys doing art."

VSA's approach puts people at the centre of what they do, making their curriculum a developmental oriented one rather than results-based.

"As our instructional approach is person-centred and our curriculum is developmental, [progress] is pegged to the ability and pace of learning of the individual student, and not tied to a certain timeline."

**— Maureen Goh,
Executive Director of VSA(S)**

Many parents notice a remarkable change to their children who enrol in the programme.

"After Beatrice started art classes at VSA, she became more delighted, confident and sociable with her environment. She [has also become more] focussed in learning all types of skills," said one of the beneficiaries' parents.

Beatrice Goh, a promising young artist

In 2017, Beatrice Goh was enrolled into the artist-in-training programme at VSA(S) to further develop her artistic style. Her parents share that her passion for the arts began at the young age of 3. Noticing her child's restlessness, Beatrice's mother introduced her to drawing in the hopes of honing her concentration and focus. Since her enrollment in VSA(S) programmes, her works have been exhibited at VSA's exhibitions.

“In terms of artistic output, Beatrice was able to draw still life well at the foundation level. Now that she is at the Artists-in-Training level, her understanding of perspective and compositional layout has improved, moving away from strictly depicting front-facing images to her current signature characters. Evidence of this [is seen] in how she is one of the leading artists at her school and has won a number of awards while representing them.”

— Ranae Lee-Nasir,
VSA's Teacher



Responses attributed to Beatrice Goh, an Artist-in-Training with VSA(S)

Why did you join VSA's art classes?

I joined the VSA classes to learn different types of techniques in art like painting, colouring, digital arts, and using copic markers.

What did you want to learn?

I want to learn digital arts as I can then draw on any device such as the tablet besides drawing in sketch books. Digital arts can also save paper and this saves the trees!

Do you like the art classes? Why?

I like my art classes because I can learn many techniques I like to use.

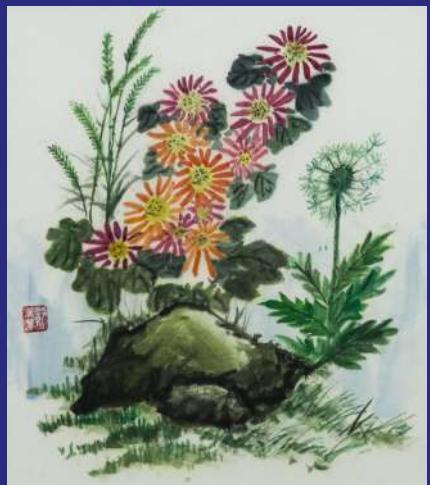
Was there anything you found hard during the art classes?

Sometimes I find it hard to finish my art pieces but I try my best till I am satisfied with my work.

Beatrice's love and appreciation for multiculturalism is evident in her works where she depicts people of various cultures and nationalities. However, her dreams go beyond the arts. Instead, Beatrice is looking to the sky. She hopes to one day become an air stewardess for Singapore Airlines, so she can communicate and interact with people from different cultures. VSA(S) not only provides the skills and opportunities for budding artists to learn

from artist teachers, they also give hope to the beneficiaries, caregivers and loved ones.

"We hope that she will continue to build up her art skills and apply it in different areas like baking [...]. We hope she can have a cafe of her own [with] a children-friendly corner for kids to explore art activities," Beatrice's parents shared, on their daughter's future and prospects.



Tay Bee Lian, a professional artist

VSA(S) also offers continuous learning to professional artists like Tay Bee Lian to further her artistic skills and career.

Responses attributed to Tay Bee Lian, an Professional Artist with VSA(S)

Why did you join VSA's art classes?

I wanted to improve my artistic skills. In November last year, I attended a class and learned basic digital skills, as well as how to navigate the application.

What did you want to learn?

I want to learn how to improve my overall painting. I think that I would benefit from having consultation and critique session.

Were there some challenges you faced and how did you overcome them?

Because digital art was foreign and new to me, I wasn't comfortable with how things

worked. During the class, my classmates were very fast but I needed a lot of time to get used to digital painting. However after the teacher broke down the steps for me, I was able to grasp it better.

What did you learn about yourself through the process?

Through the classes, I am able to broaden my horizon with the medium of digital arts. I never thought I could paint calligraphy art digitally. This brought back feelings of nostalgia as I felt like I was back in school again.

What are your hopes for the future?

I hope that my art skills will be better with each lesson.

After her training with one of the highly skilled Chinese Ink Artists, Bee Lian's painting was one of the first to be sold at the exhibition organised by VSA(S).

"Bee Lian is skilled at traditional Chinese ink painting. Through VSA(S)'s digital painting class, she was provided opportunities to work with digital drawing tools such as Procreate. Bee Lian has fearlessly stepped out of her comfort zone to explore drawing techniques that are not intuitive to her..." said Chiaw Yong Pang, her teacher on her artistic progress. "In addition, the camaraderie amongst my group of students is something valuable. The support and peer learning that this programme provided was an important motivation for Bee Lian and her classmates.

The consistency of a class provided structure and cultivated a routine for this creative habit which was crucial for growth."

To date, Bee Lian has received many corporate projects from companies such as NOKIA, INSEAD, Centralised Marketing Services and National Council of Social Service.

Very Special Arts Singapore offers a space for all artists with disabilities to feel a sense of belonging and to thrive, reminding us all that there is more that can be done to provide inclusive employment opportunities for everyone in the community across all sectors.

FMAS TRAMPOLINE GRANTEE PARTNER — VSA(S)

For more video stories from our grantee partners,
please scan the following QR codes.



HCSA



Vintage Radio



Tasek Jurong

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VintageRadio.SG Ltd

Learn more at <https://www.vintageradio.sg/>



WILD RICE Ltd

Learn more at <https://www.wildrice.com.sg/>

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FMAS Trampoline Fund ②

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Because our Board has committed to secure and fund all operating costs, 100% of your donations to The Majority Trust go towards funding organisations and programmes that help people thrive.

TMT GRANTS.

FMAS TRAMPOLINE FUND 2021

A big thank you to all FMAS Trampoline Charity Golf 2021 Donors

Your support will help vulnerable children, families and communities, particularly in the area of employment and education

Donor Update

December 2021

TOTAL FUNDS RAISED

\$568k

MATCHING FUNDS RECEIVED

\$250k*

FUNDS COMMITTED

\$656k

In support of 18 charitable initiatives

*Includes the Additional Government Matching Fund of \$150K and \$100K from the Tote Board Matching Fund received in 2021.

By Focus Area



- Employment (2)
- Education (6)
- Community (10)

By Target Group



- Persons with Disabilities (1)
- Seniors (2)
- Persons with mental health challenges (2)
- Vulnerable Communities (5)
- Children & Youth (8)

2021 Grantee Partners

- ▶ 26 proposals were assessed by the grant committee based on the FMAS Trampoline Fund evaluation matrix
- ▶ 18 grantee organisations were selected at the Oct 2021 Grant Panel and will receive up to \$50,000 each
- ▶ There is a potential additional \$150,000 in government matching funds which the Grant Panel aims to deploy in early 2022



Scan to view the impact of the 2020 Trampoline Fund grantee partners

Continued on next page →

Mr Leng Hoe Lon
Chairperson, ACI Live Aid Organising Committee

Ms Eileen Chia
EXCO Member, FMAS

Ms Sabrina Tan
EXCO Member, FMAS

Mr Kenneth Kan
EXCO Member, FMAS and Board Member, The Majority Trust

Mr Martin Tan
CEO, The Majority Trust

LIST OF 2021 FMAS TRAMPOLINE FUND GRANTEE PARTNERS

| S/N | Name of Organisation | Funding Scope |
|-----|-----------------------------------|---|
| 1 | Curious Thoughts Giving | To conduct a literacy programme that teaches weekly phonics classes for children aged 3-8 years old from low-income families to bridge the academic resource gap. |
| 2 | Eastern Rebels Rugby (ERR) | To provide an opportunity for character development and exposure to rugby for children from disadvantaged backgrounds. |
| 3 | Engineering Good Limited | To open more Laptop Repair Clinics to provide immediate and accessible ground level IT Support for low-income families in rental HDB blocks, and train up volunteers to support these clinics. |
| 4 | Epworth Community Services | To reach out and help at-risk children and youth from disadvantaged families with literacy skills, providing foster care and trauma therapy programmes. |
| 5 | HCSA Community Services | To deliver recovery programmes and educational support to young girls who experience abuse to continue schooling and provide stipends for job training for ex-offenders through the HCSA Academy. |
| 6 | Image Mission Ltd | To provide job support and skills training for vulnerable women who face unemployment or underemployment through workshops and mentoring. |
| 7 | Limitless Ltd | To provide a low-barrier to entry and early intervention mental health support for vulnerable youths between 13-25 years old through casework and counselling. |

Continued on next page →

TMT GRANTS.

FMAS TRAMPOLINE FUND

| S/N | Name of Organisation | Funding Scope |
|-----|--|--|
| 8 | New Life Community Services | To serve the community and mentor the next generation through education and youth engagement programmes. |
| 9 | REACH Community Services | To support vulnerable people and families in community through a range of family, youth, senior and counselling services. |
| 10 | St Andrews Mission Hospital | To provide long-term support, nursing care and rehabilitation for the elderly, people with dementia and mental health issues. |
| 11 | Taman Jurong CCC CDWF | To provide financial support for students with schooling needs in low-income families residing in the constituency. |
| 12 | Tasek Jurong Limited | To conduct a holistic exploration-based art programme for 7-18 year old children and youth who are at-risk and/or from low-income families to boost confidence and mental wellbeing. |
| 13 | Temasek Polytechnic - Diploma in Financial Business Informatics (TPFBI) | To provide sponsorship of graduation prizes and open opportunities for TP students to participate in FMAS' charity golf event. |
| 14 | The Majority Trust | To support the grant administration and management of the FMAS Trampoline Fund. Part of the funding will go directly towards charities supported within the TMT network. |
| 15 | The Greenhouse Community Services Ltd | To deliver strengths-based intervention and recovery for marginalised individuals who experienced substance abuse and critical mental health challenges. |

Continued on next page →

TMT GRANTS.

FMAS TRAMPOLINE FUND

| S/N | Name of Organisation | Funding Scope |
|-----|--|--|
| 16 | Very Special Arts Singapore Ltd | To equip persons with disabilities with skills in ceramic art to be able to make an income through the artworks sold. |
| 17 | VintageRadio.SG Ltd | To sustain the multi-media digital channel that streams senior-relevant content to meet the social and emotional health needs of seniors and encourages intergenerational bonding. |
| 18 | WILD RICE Ltd | To provide a holistic and accessible theatre-making programme for young people and students aged 13-17 and increase exposure to the art of theatre. |



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