



ANNUAL REPORT

2019

Who We Are

MY World Preschool was appointed by Early Childhood Development Agency (ECDA) to provide quality child care and preschool education within the reach of today's families at affordable fees. With a proven track record of nurturing preschool children since 1980, MY World became Anchor Operator in 2014 and grew from 12 centres in 2014 to 38 centres in 2019.

TO BE A CHILD CARE OF CHOICE THAT BUILDS STRONG KIDS, STRONG FAMILIES, STRONG COMMUNITIES.

Our Mission Is To :

- ★ Instill a respectful and supportive preschool experience in partnership with parents
- ★ Nurture character and creativity
- ★ Inspire children to unlock their potential

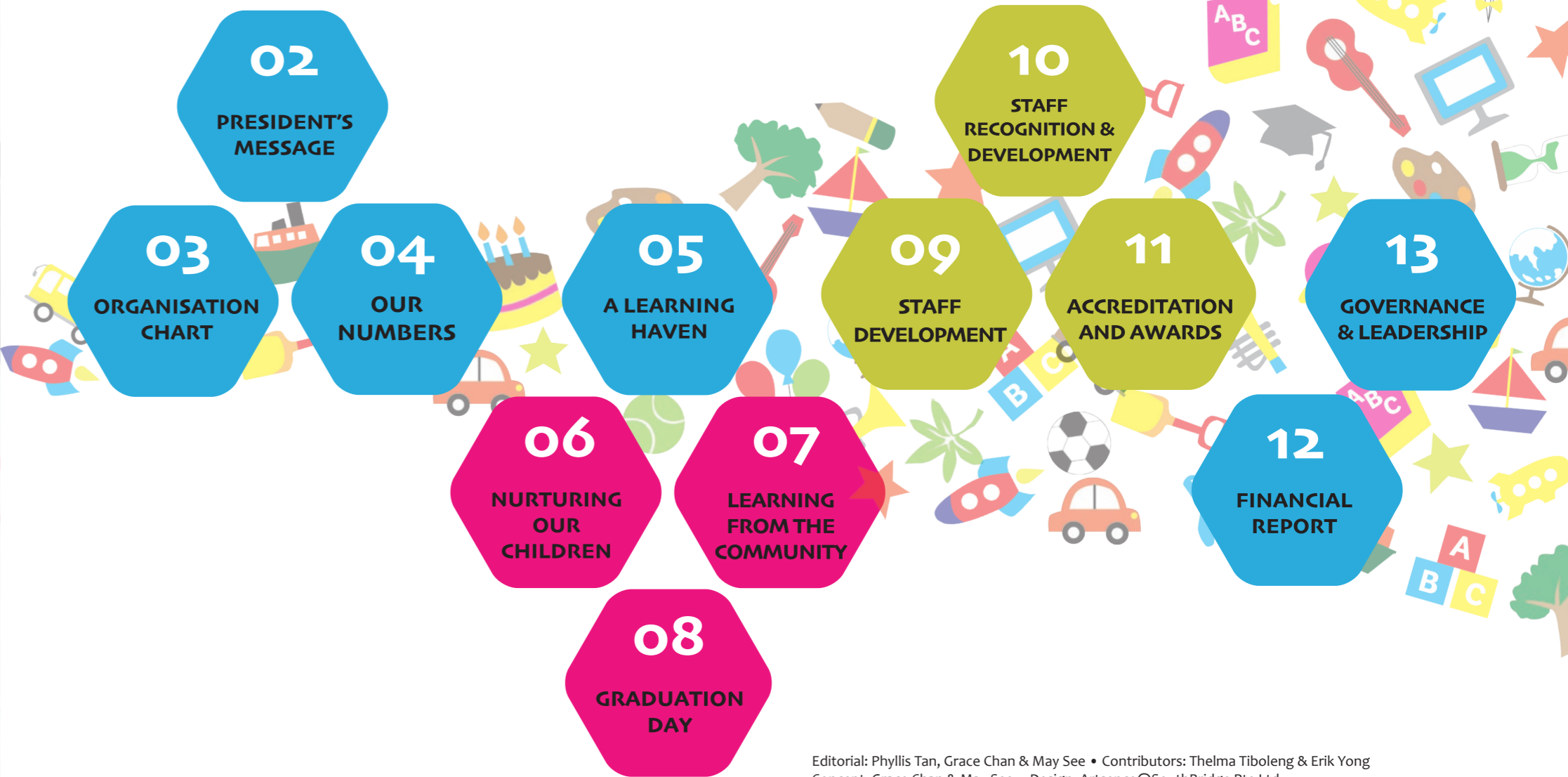
We Believe That :

- ★ Children are Confident Explorers, Creative Thinkers, Curious Learners and Caring Individuals
- ★ Every Child Deserves A Champion

Our Core Values Are :

- ★ Caring
- ★ Honesty
- ★ Respect
- ★ Responsibility

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President's Message

It is the end of another decade as we bid farewell to 2019. Since our founding 40 years ago, MY World Preschool has shown unwavering spirit in accomplishing our mission - to nurture character and inspire learning in each child in partnership with parents.

2019 continues to be a year full of discovery for our children as they grow through experiential learning. As the cliché goes - it takes a village to raise a child - early childhood education settings are often among children's first communities beyond their families. This is why in MY World, we regularly expose our children to learning environments both inside and outside the classroom; making sure that learning opportunities are equitably distributed through responsive interactions that nurture the children's full range of social, emotional, cognitive, physical, and linguistic abilities.

However, our aim to build a more inclusive generation of young children cannot be achieved without passionate and well-trained educators. As with previous years, MY World educators and staff were sent on study trips to Melbourne and Taipei in 2019 to deepen their craft. They were able to come away with precious observations and key takeaways that will no doubt cultivate their teaching capabilities.

It was a year with many proud moments as we witnessed the 28th graduation ceremony of our talented K2 pupils from 36 centres. They put up an energetic and inspirational musical performance that leaves a lasting impression on this celebratory milestone.

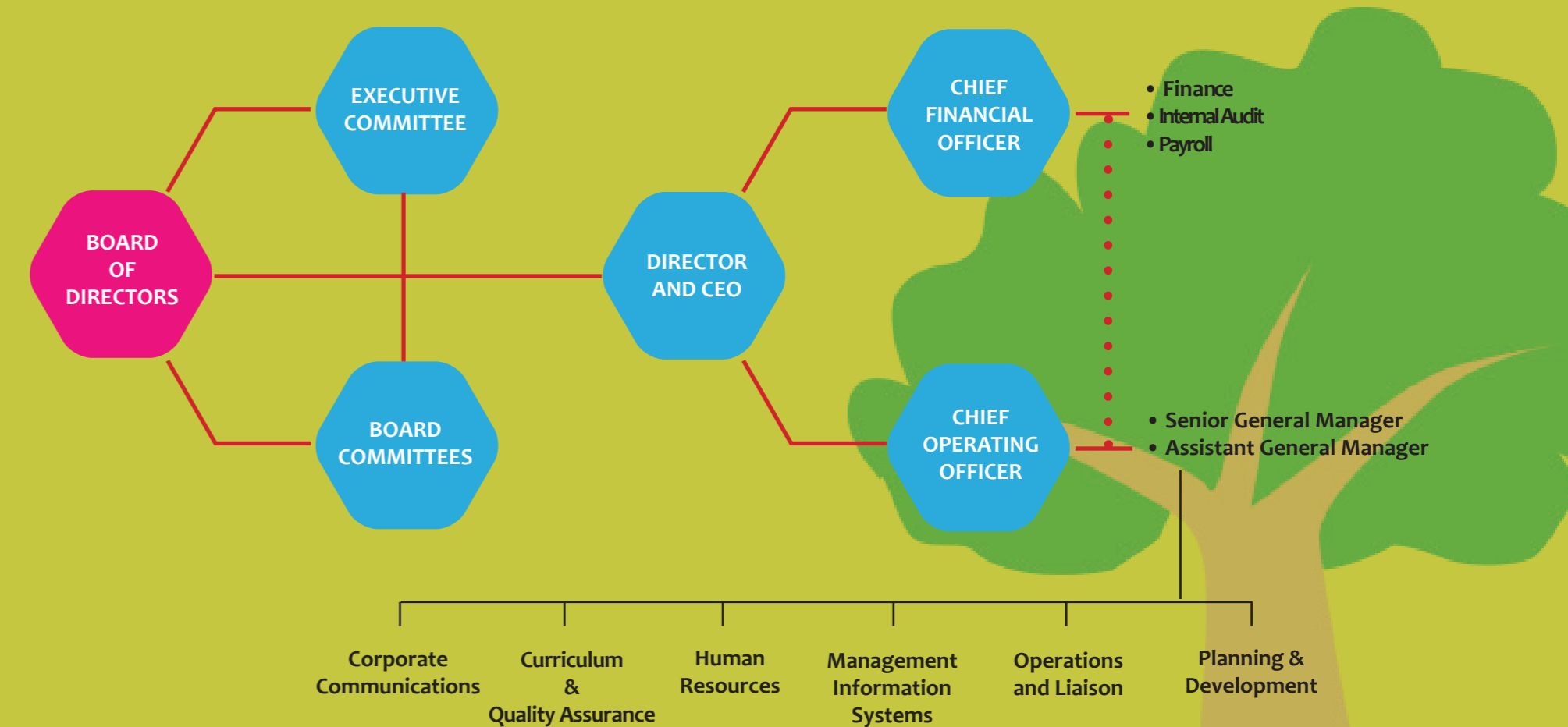
We also continued our expansion with the opening of 4 new centres. On top of that, existing centres have gone from strength to strength with the attainment of SPARK Accreditation for 4 additional centres. A facelift was given to 3 other centres for a more comfortable and conducive learning environment. In addition, MY World @ Ang Mo Kio Central was conferred 2 awards by ECDA – (1) Promising Early Childhood Leader Award and (2) Early Childhood Innovation Award (Distinction).

These achievements are only possible because of the continued support from our parents, teachers and partners. As our children grow, we grow as well. I am confident that MY World Preschool can venture towards even greater heights as we look forward to many more decades to come.

Dr Samuel Yeak
President



Organisation Chart





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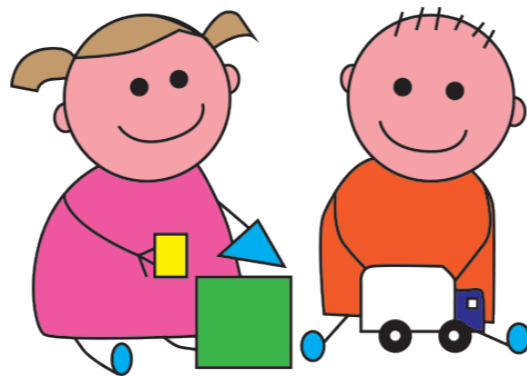
TOTAL NUMBER OF CENTRES

4

NEW CENTRES

164

NUMBER OF INFANTS ENROLLED



OUR NUMBERS



3,029

NUMBER OF CHILDREN ENROLLED

210

NUMBER OF CHILDREN AND FAMILIES HELPED THROUGH OUR FINANCIAL ASSISTANCE SCHEME



NEW CENTRES

4 new centres were opened in 2019



- 1 MY World @ Bidadari Alkaff Vista
- 2 MY World @ Marsiling Greenview
- 3 MY World @ Sun Natura
- 4 MY World @ West Quarry Bukit Batok

Our Centres - A Learning Haven

RENEWAL AND REFURBISHMENT

We are constantly looking to upgrade our centres to provide a better learning environment for our children in MY World. 3 of our centres - MY World @ Yishun, MY World @ Simei and MY World @ Ang Mo Kio got a facelift between June and October. Apart from a fresh new look, these centres are now fully air-conditioned and provide a more conducive environment for the children. The refurbished space provides child directed activities that are developmentally appropriate for the young ones.



- 1 MY World @ Yishun
- 2 MY World @ Simei
- 3 MY World @ Ang Mo Kio



The Convergence of Two Generations

It was a lively and heart-warming occasion when our children from **MY World @ Yishun Northland** paid a visit to the elderly folks in St Luke's ElderCare. Each class performed a song and interacted with the elderly who fully enjoyed the company of the little ones. Through such interactions, our children learnt the importance of respecting their elders and showing empathy to people around them.

Embracing Continuous Learning

Our children from **MY World @ Boon Keng** took a trip to the library and gained a multisensory experience in the world of books. Apart from being oriented on how to use their library cards and borrow books through the e-kiosk, the children were also encouraged to be earnest in their pursuit of knowledge as they continue their exciting learning journey.



START SMALL DREAM BIG

In 2019, ECDA launched the fifth edition of its President's Challenge initiative, 'Start Small Dream Big', with 820 preschool centres joining the movement. In support of the Singapore Bicentennial commemoration, 'Start Small Dream Big' is themed "**Learn from our Past, Dream of our Future**". Children were encouraged to learn about Singapore's heritage, and to dream and aspire towards the Singapore they want to contribute to. **MY World @ Hougang Dewcourt's project "Art and the Merdeka Generation"** involved our children working on the artworks with seniors from Fei Yue Senior Activity Centre. The beautiful handcrafted artworks depicted our past and our dreams for the future. We were honoured to have **Singapore President Halimah Yacob** at MY World @ Hougang Dewcourt to view the artworks which were bought by parents in a silent auction, and the proceeds were contributed to the President's Challenge. As a surprise element, the centre's staff received Teacher's Day Appreciation gifts from ECDA presented by the President herself. A truly rewarding day where our children learnt the value of giving back!

Nurturing Our Children

As a values-based preschool which places a strong emphasis on character development, **MY World** strives to make learning enjoyable through experiential lessons and encouraging them to express themselves through lively discussions or performances. We adopt the WDL approach ("I Wonder- I Discover- I Learn") in our lessons, including our outdoor play.



Health is the Biggest Wealth!

It is never too early to start a healthy lifestyle. 280 MY World children from 8 centres got together during the **Cluster Sports Meet** in July to experience a fun cardio workout. Amongst all the fun and joy, the children learnt the value of teamwork, perseverance and sportsmanship. Parents and children also enjoyed some precious bonding time! The following month also witnessed another major sports event – **Nurture Kids Festival (6 August)**. Almost 700 MY World children and staff participated in the event. Held at the National Stadium, the event was launched in conjunction with GetActive! Singapore 2019. The children learnt the importance of staying healthy and active through fun as they experienced various sports activities such as Gymnastics, Athletics, Basketball and Football. The event gathered 4,000 people and was witnessed by **Guest-of-Honour Senior Minister of State, Community, Culture and Youth, Ms Sim Ann**.

Learning From The Community



Mission to Save the Earth

Not all superheroes wear capes – our children discovered that young as they may be, they too, can play a part in making the Earth a better place to live in. Utilising their creative skills, preschoolers from **MY World @ Anchorvale Parkview** celebrated

Earth Day by assembling random pieces of newspaper to create a "green" masterpiece collage entitled "Our Earth". Elsewhere, **MY World @ Woodlands** received a surprise visit from SembWaste staff who shared with the children about their integrated approach to waste management solutions: from collections to recycling and waste-to-energy incineration. By continuously exposing our children to such enriching encounters and activities, they will eventually possess the necessary 'super powers' (knowledge and learning experience) to save the Earth!

A Visit to Land Transport Authority Gallery

Children from **MY World @ Yishun** were taken on an outing to Land Transport Authority (LTA) Gallery. As soon as they boarded the bus to LTA, the children were taught to observe safety rules such as safe boarding and alighting as well as to remain seated at all times during the journey. At the interactive gallery, the children were actively engaged and asking questions while being exposed to different modes of transport and new features that make public transport easy, accessible and convenient. The features showcased included foldable seats on MRT coaches, ramps for the handicapped and wheelchair-bound passengers. Apart from the many educational takeaways, the children also received a take-home kit for a parent-child activity to create their favourite mode of transport using recyclable materials.



GRADUATION DAY



Our 28th K2 Graduation Ceremony was held on 22 November at the Republic Cultural Centre. Close to 500 graduates from 36 MY World centres put up an enthralling performance that celebrated the theme 'Ferdinand The Singing Bull'. Ferdinand's tale introduces character building – the importance of caring for others – and encourages our little ones to recognise the vast power of being kind when faced with difficult situations. Through music, song and dance, our children showcased the importance to be true to themselves and remain steadfast in pursuing their dreams; to take heart and hold close to what they truly believe in.



Staff Development

OVERSEAS STUDY TRIPS



Our 5th Study Trip was to Taipei, Taiwan. On 24 – 30 April 2019, 13 MY World Teachers, Principals and HQ staff visited:

- Taipei YMCA Yung-Chi Branch
- Nanhai Experimental Preschool
- University of Shih Chien University

Affiliated Preschool

- The Affiliated Experimental Elementary School Preschool of National Chengchi University
- 3 & 3 Bilingual School – Wen Xiu Branch and its School Cafe

Our 6th Study Trip was to Melbourne, Australia. On 30 Sep – 6 Oct 2019, 11 MY World Teachers, Principals and HQ Staff visited the following Victoria YMCA Sites:

- Victoria YMCA HQ at Ikon Park
- YMCA Epping North Early Learning Centre
- YMCA Craigieburn West Early Learning Centre
- YMCA Torquay Early Learning Centre
- YMCA Point Cook Early Learning Centre
- YMCA Truganina South Early Learning Centre

And four other non-profit sites managed by:

- Gowrie Victoria Early Learning Centre
- Armstrong Creek East Community Centre – Best Chance Early Learning Centre

- Kew Kids Early Learning Centre
- Doveton College

After the trips, staff shared their observations, and discussed the relevance of the key observations to Singapore. They also presented these consolidated key takeaways during Curriculum Meetings.

Staff Recognition

MY Champions: Going Above and Beyond

The MY Champion Award is to recognise staff's exemplary performance as having consistently excelled in their positions and demonstrated MY World's core values - Caring, Honesty, Respect and Responsibility.

*Congratulations
to our MY Champions!*

CENTRE DISTINCTION



RUTH KUA
MY World
@ Tenteram Peak

LEADER DISTINCTION



JANICE HUI
MY World
@ Tampines Changkat

DISTINCTION



ANNIE TAY SIEW ENG
MY World
@ Admiralty

GOH XIAO TING
MY World
@ Woodlands



YU YUANMEI
MY World
@ Yishun Northland



ZHUANG XIAOHUI
MY World
@ St George's

MERIT



LOU FEILANG
MY World
@ Admiralty



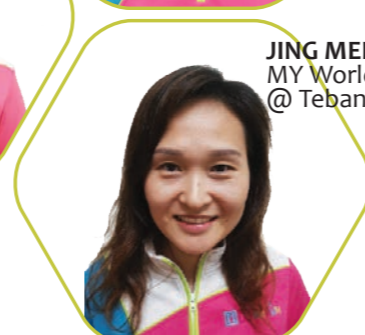
**RAJESWARI D/O
SHANMUGAM**
MY World
@ Hougang Dewcourt



**CELEBRAR DEVIE
MAY RABANERO**
MY World
@ Bishan



HUANG XINHONG
MY World
@ Bukit Panjang



JING MEIQIN
MY World
@ Teban Gardens

Accreditation and Awards

SPARK Certified Centres

The Singapore Pre-school Accreditation Framework (SPARK) is a quality assurance framework awarded by the Early Childhood Development Agency (ECDA) to assist preschools in Singapore in raising their quality. On 13 September 2019, 4 MY World preschool centres received the award:

- MY World @ Tenteram Peak
- MY World @ Waterway Sundew
- MY World @ Hougang Dewcourt
- MY World @ Punggol Edge



ECDA Awards for Excellence in Early Childhood Development

The ECDA Awards recognise both outstanding and promising early childhood educators and centres which have displayed professional excellence in early childhood care and education.

This year, MY World @ Ang Mo Kio Central was conferred two awards by ECDA.

1. Promising Early Childhood Leader Award - Ms Jaime Tan, Principal, MY World @ Ang Mo Kio Central
2. Early Childhood Innovation Award (Distinction) – Innovation project on “How can we encourage K2 children to ask meaningful questions during Chinese language lessons” by MY World @ Ang Mo Kio Central.



Financial Report

SUMMARY FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2019

	2019 S\$'000	2018 S\$'000
STATEMENT OF FINANCIAL POSITION		
Plant & Equipment	7,221	8,135
Rights-of-use Assets	1,981	-
Current Assets	16,588	11,026
Total Assets	25,790	19,161
Current Liabilities	(10,369)	(7,582)
Non-Current Liabilities	(3,157)	(2,280)
Total Liabilities	(13,526)	(9,862)
NET TOTAL ASSETS	12,264	9,299
ACCUMULATED FUND	12,264	9,299
STATEMENT OF COMPREHENSIVE INCOME		
Revenue:		
Child Care and Infant Care	28,103	24,758
Government Grants	21,984	14,957
Others	196	112
	50,283	39,827
Operating Expense:		
Employee benefits expense	(33,454)	(26,418)
Depreciation of plant & equipment	(3,577)	(3,092)
Depreciation of right-of-use assets	(1,084)	-
CSR expense	(325)	(313)
Donation to MYMCA from unrestricted fund	(1,000)	(1,000)
Child Care and Infant Care operating expenses	(7,878)	(7,592)
	(47,318)	(38,415)
TOTAL COMPREHENSIVE INCOME	2,965	1,412

	2019	2018
STATEMENT OF CHANGES IN ACCUMULATED FUND		
BALANCE BROUGHT FORWARD	9,299	7,887
TOTAL COMPREHENSIVE INCOME	2,965	1,412
BALANCE CARRIED FORWARD	12,264	9,299
STATEMENT OF CASH FLOWS		
Net cash effect of operating activities	(11,691)	(8,883)
Net cash effect of investing activities	(2,328)	(4,817)
Net cash effect of financing activities	18,718	15,805
Net change in cash and cash equivalents	4,699	2,105
Cash and cash equivalents as at 1 January	10,260	8,155
Cash and cash equivalents as at 31 December	14,959	10,260

The above summary financial statements are based on financial statements audited by Cypress Singapore Public Accounting Corporation.



Governance & Leadership

Governing Statements

MY World Preschool Ltd is committed to a high standard of compliance with accounting, financial reporting, internal controls, corporate governance and auditing requirements and any legislation relating thereto. In line with this commitment, the following policies are in place:

- A policy to avoid Conflict of Interest: to ensure that any director who is in any way directly or indirectly has an interest in a transaction or project or other matter to be discussed at a meeting, he is required to disclose the nature of his interest before the discussion on the matter begins, and abstain from discussion and decision-making on such matters. The recruitment of staff with close relationship (i.e. those who are more than acquaintances) with current directors go through the established human resource procedures for recruitment. Directors serve without remuneration. Directors protect the confidentiality of all confidential information and records of the Association, and will not make use of or reveal such information or records except in course of the performance of duties or unless the documents or information becomes a matter of general public knowledge. Confidential information should not be used to further private interests.
- A policy on Whistleblowing aims to provide an avenue for employees and external parties to raise concerns and offer reassurance that they will be protected from reprisals or victimisation for whistleblowing in good faith.

- Board Directors serve without remuneration. Board Directors are also Full Members of MYMCA who are eligible for membership benefits, which include:
 - Discounts from MYMCA retail partners and MYMCA corporate souvenirs
 - Discounts at MYMCA Restaurant (Stevens), Café Lodge at YWCA of Singapore (Fort Canning) and Y Café at YMCA of Singapore (Orchard)
 - Participation in workshops and programmes at Members' rates
 - Eligibility to book conference facilities
 - Birthday vouchers at MYMCA Restaurant
 - Preferential accommodation rates at MYMCA and worldwide YMCA partners
 - Usage of swimming pool facility & gym at non-peak or programme hours
 - Updates on community service and volunteer opportunities
 - Regular newsletters and updates on programmes and promotions
- Key staff are not involved in setting their own remuneration, which is instead determined by the Board Exco. Recruitment of staff who may have close relationships (i.e. those who are more than acquaintances) with current directors go through the established human resources procedures for recruitment.
- The company does not make loans or donations to external or related parties, except as approved by the Board of Directors and reported in the financial statements.

Board of Directors

2019/2020

MY World Preschool Ltd was incorporated as a Company Limited by Guarantee and recognised as a Charity in January 2014. The Directors usually met together with the MYMCA Board, with one exceptional meeting in June. In 2019 it met eight times, on 29 Jan, 26 Mar, 28 May, 17 Jun, 23 Jul, 31 Aug, 24 Sep and 3 Dec.

NAME	PROFESSION/EMPLOYER	DATE ELECTED	POSITION/COMMITTEE CHAIRMANSHIP	YEARS ON BOARD	BOARD ATTENDANCE + SP RETREAT
1	Dr Samuel Yeak Chow Lin	2014	President	6	6/8 +
2	Dr Seng Seok Hoon Alice	2014	Vice President	6	8/8 +
3	Mr Terrence Chee Teng Hsiu	2017 May	Hon Treasurer	3	6/8 +
4	Prof Leslie Chew Kwee Hoe	2016	Member	4	4/8
5	Dr Seet Chim Chuan Irwin	2016	Member	4	7/8 +
6	Mr Arthur Lim Eng Hian	2016	Member	4	7/8 +
7	Mr David Wong Wei Li, PBM	2016	Member	4	8/8 +
8	Mr Charis Gabriel Lim	2017 Apr	Member	3	6/8 +
9	Mr Eugene Lim, PBM	2016	Member	4	7/8 +
10	Ms Irene Chong	2019	Member	1	6/8 +
11	Ms Phyllis Tan Hwee Sim	2014	Member	6	8/8 +

ADVISERS

Bankers:
OCBC, BEA, RHB

Auditors:
Cypress Singapore PAC (external)
Ms Rinnah Soo (internal)

Lawyer:
Messrs Hilborne Law LLC

Board of Directors 2019/2020

DR SAMUEL YEAK
President



DR ALICE SENG
Vice President



MR TERRENCE CHEE
Hon Treasurer

PROF LESLIE CHEW



DR IRWIN SEET



MR ARTHUR LIM



MR DAVID WONG



MEMBERS



MR CHARIS GABRIEL LIM



MR EUGENE LIM



MS IRENE CHONG



MS PHYLLIS TAN

Senior Management Team

MS PHYLLIS TAN
Group Chief
Executive Officer



MR SUNNY LEE
Group Chief
Financial Officer



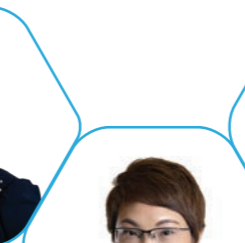
MS SHIRLEY WONG
Group General Manager
Corporate & International Affairs



MS DORCAS YU
Group Assistant General Manager,
Building Infrastructure & Development Services



MS GRACE CHAN
Group Chief
Operating Officer



DR MAY SEE
Senior General Manager



MS JENNY WONG
Assistant General Manager



Governance Disclosure

*S/No.	Code guideline	Code ID	Response
BOARD GOVERNANCE			
1	Induction and orientation are provided to incoming governing board members upon joining the Board.	1.1.2	Complied
2	Are there governing board members holding staff appointments?		No
5	The Treasurer of the charity (or any person holding an equivalent position in the charity, e.g. Finance Committee Chairman or a governing board member responsible for overseeing the finances of the charity) can only serve a maximum of 4 consecutive years. If the charity has not appointed any governing board member to oversee its finances, it will be presumed that the Chairman oversees the finances of the charity.	1.1.7	Complied
6	All governing board members must submit themselves for re-nomination and re-appointment, at least once every 3 years.	1.1.8	Complied
7	The Board conducts self evaluation to assess its performance and effectiveness once during its term or every 3 years, whichever is shorter.	1.1.12	Complied
8	Is there any governing board member who has served for more than 10 consecutive years?		No
10	There are documented terms of reference for the Board and each of its committees.	1.2.1	Complied
CONFLICT OF INTEREST			
11	There are documented procedures for governing board members and staff to declare actual or potential conflicts of interest to the Board at the earliest opportunity.	2.1	Complied
12	Governing board members do not vote or participate in decision making on matters where they have a conflict of interest.	2.4	Complied
STRATEGIC PLANNING			
13	The Board periodically reviews and approves the strategic plan for the charity to ensure that the charity's activities are in line with the charity's objectives.	3.2.2	Complied
HUMAN RESOURCE AND VOLUNTEER* MANAGEMENT			
14	The Board approves documented human resource policies for staff.	5.1	Complied
15	There is a documented Code of Conduct for governing board members, staff and volunteers (where applicable) which is approved by the Board.	5.3	Complied
16	There are processes for regular supervision, appraisal and professional development of staff.	5.5	Complied
17	Are there volunteers serving in the charity?		Yes
18	There are volunteer management policies in place for volunteers.	5.7	Complied

* Numbering as per Charities Portal

*S/No. Code guideline

FINANCIAL MANAGEMENT AND INTERNAL CONTROLS

*S/No.	Code guideline	Code ID	Response
19	There is a documented policy to seek the Board's approval for any loans, donations, grants or financial assistance provided by the charity which are not part of the charity's core charitable programmes.	6.1.1	Complied
20	The Board ensures that internal controls for financial matters in key areas are in place with documented procedures.	6.1.2	Complied
21	The Board ensures that reviews on the charity's internal controls, processes, key programmes and events are regularly conducted.	6.1.3	Complied
22	The Board ensures that there is a process to identify, and regularly monitor and review the charity's key risks.	6.1.4	Complied
23	The Board approves an annual budget for the charity's plans and regularly monitors the charity's expenditure.	6.2.1	Complied
24	Does the charity invest its reserves (e.g. in fixed deposits)?		Yes
25	The charity has a documented investment policy approved by the Board.	6.4.3	Complied

FUNDRAISING PRACTICES

26	Did the charity receive cash donations (solicited or unsolicited) during the financial year?		No
28	Did the charity receive donations in kind during the financial year?		No

DISCLOSURE AND TRANSPARENCY

30	The charity discloses in its annual report — (a) the number of Board meetings in the financial year; and (b) the attendance of every governing board member at those meetings.	8.2	Complied
31	Are governing board members remunerated for their services to the Board?		No
34	Does the charity employ paid staff?		Yes
35	No staff is involved in setting his own remuneration.	2.2	Complied
36	The charity discloses in its annual report — (a) the total annual remuneration for each of its 3 highest paid staff who each has received remuneration (including remuneration received from the charity's subsidiaries) exceeding \$100,000 during the financial year; and (b) whether any of the 3 highest paid staff also serves as a governing board member of the charity. The information relating to the remuneration of the staff must be presented in bands of \$100,000 . OR The charity discloses that none of its paid staff receives more than \$100,000 each in annual remuneration.	8.4	Complied
37	The charity discloses the number of paid staff who satisfies all of the following criteria: (a) the staff is a close member of the family* belonging to the Executive Head* or a governing board member of the charity; (b) the staff has received remuneration exceeding \$50,000 during the financial year. The information relating to the remuneration of the staff must be presented in bands of \$100,000. OR The charity discloses that there is no paid staff, being a close member of the family* belonging to the Executive Head* or a governing board member of the charity, who has received remuneration exceeding \$50,000 during the financial year.	8.5	Complied

PUBLIC IMAGE

38	The charity has a documented communication policy on the release of information about the charity and its activities across all media platforms.	9.2	Complied
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* Numbering as per Charities Portal

OUR CENTRES

North

1. Admiralty*
2. Canberra*
3. Marsiling Greenview (*new*)
4. Sembawang Drive*
5. Sun Natura (*new*)
6. Woodlands*
7. Woodlands Circle*
8. Yishun*
9. Yishun Ferngrove
10. Yishun Northland*
11. Yishun Palm Breeze*

Central

12. Bidadari Alkaff Vista (*new*)
13. Bishan*
14. Boon Keng*
15. Leng Kee*
16. McNair Towers*
17. St George's*
18. Tenteram Peak*
19. Tiong Bahru View*

East

20. Pasir Ris*
21. Simei*
22. Tampines Central*
23. Tampines Changkat*
24. Tampines North*

North-East

25. Anchorvale Parkview*
26. Ang Mo Kio*
27. Ang Mo Kio Central*
28. Compassvale Ancilla*
29. Hougang*
30. Hougang Dewcourt*
31. Matilda Court
32. Punggol Edge*
33. Upper Serangoon View*
34. Waterway Sundew*

West

35. Bukit Panjang*
36. Kang Ching*
37. Teban Gardens*
38. West Quarry Bukit Batok (*new*)

*SPARK – certified centres



MY WORLD PRESCHOOL LTD

A subsidiary of Metropolitan YMCA Singapore

60 Stevens Road, Singapore 257854

Tel: 6839 7688 | www.myworld.org.sg

An Anchor Operator appointed by

