

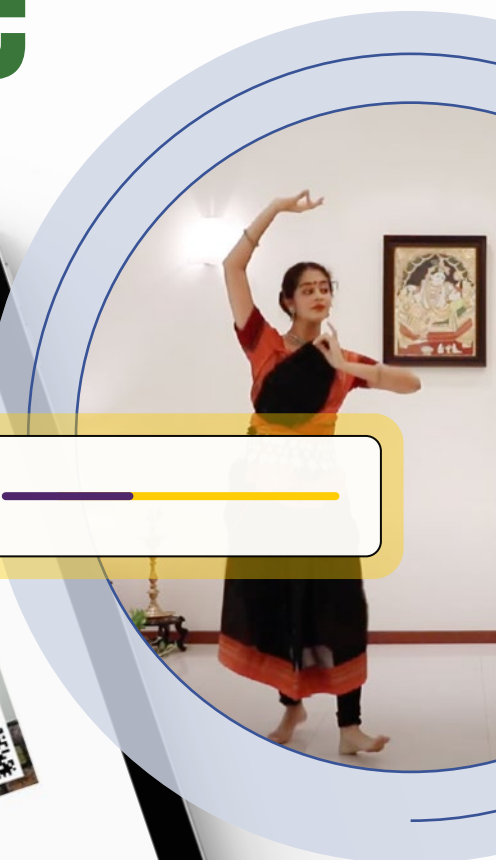
# #Unstoppable

**ANNUAL REPORT  
2020/2021**

April 2020 to March 2021



Memories Café LIVE Storytelling Visual Podcast:  
《三十六计》



Despite the COVID-19 pandemic, our work goes on. The journey in the past year is one of courage and unity, as staff, clients, caregivers, and volunteers come together to innovate new ways to serve persons with dementia and their families.

Let us continue to walk the journey ahead together as ADA takes on a new identity as Dementia Singapore. Together, we are **#unstoppable**.

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# President’s Message

As we conclude our three-year strategic plan in March 2021, I am glad to announce that, despite the COVID-19 pandemic, we have made significant progress in our initiatives and achieved these milestones along the way. Below are some highlights:

- New Horizon Centre (Bukit Batok) was appointed as a **dedicated senior care centre** during the Circuit Breaker period, to serve seniors (with or without dementia) who had inadequate family support and intensive care needs.
- ADA Academy was appointed as **one of eight Learning Institutes under the Agency for Integrated Care Learning Network** with a sole focus on dementia education.
- We held the **first national steps challenge for dementia** as part of World Alzheimer’s Month, where friends, families and allies of the dementia community were encouraged to participate in a virtual walk-a-thon to raise awareness for dementia.
- ADA officially launched **Post Diagnostic Support** in September 2020, a care programme targeted at newly diagnosed persons with dementia and their families, to support and ease them into the world of dementia awareness, care connections and resources.
- ADA partnered with the Alzheimer’s Disease International (ADI) to hold **ADI’s 34th International Conference** in December 2020. It was the first-ever virtual conference that saw the participation of more than 1,700 delegates from over 100 countries.

Despite the odds brought about by the pandemic, the work at ADA never stops. In December 2020, ADA conducted a thorough review with the management team and management committee and crafted a new three-year Strategic Plan. Spanning FY 2021 to 2023, this Strategic Plan will provide the main strategic thrust as we begin a new chapter.

Even as we bid farewell to ADA and make a new start as Dementia Singapore, our vision remains; to strive towards **a dementia-inclusive society**, with a mission to improve the well-being of people impacted by dementia through Care Innovation, Advocacy, and Empowerment.

Steering the course towards this vision, the new ABCDEF Strategy consists of six easy-to-recall strategic focuses:

- **A**dvocacy & branding
- **B**uild capability & capacity
- **C**are innovations
- **D**igitalisation
- **E**mployees and volunteers
- **F**inancial sustainability

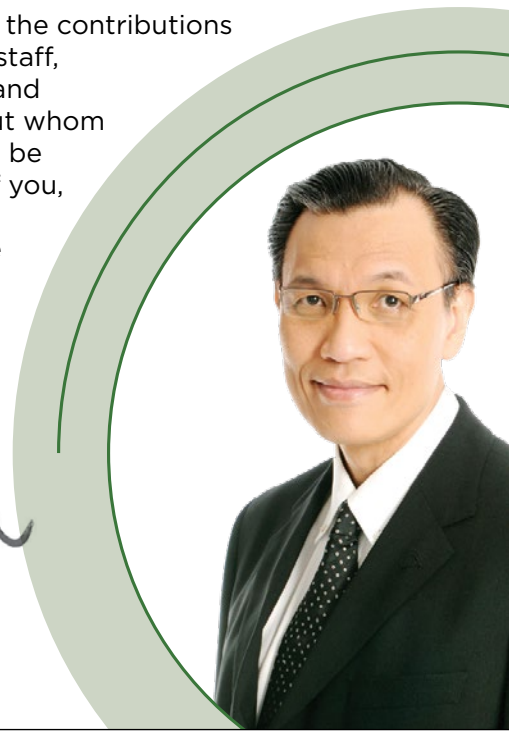
Moving forward, we are doubling our efforts to advocate, influence, and empower people to be part of the dementia cause. We will launch a pioneering dementia membership programme, better known as CARA (Community, Assurance, Rewards, Acceptance), which includes a safe return function and provides easy access for persons living with dementia and caregivers to connect with an ecosystem of solutions via a mobile application. In the pipeline, we are also developing a one-stop dementia resource portal called DementiaHub.SG to enable learning and awareness among the general public.

Together with grassroots organisations at Kebun Baru, the Integrated Dementia Assisted Living (IDeAL @ 115) will also be introduced. This project is a care model built within an existing housing rental block at Block 115 Ang Mo Kio Avenue 4, which aims to provide round-the-clock support services to assist vulnerable, frail and low-income senior residents with dementia. We hope to replicate this model-of-care across the island to encourage ageing-in-place.

I would like to thank the contributions from our dedicated staff, volunteers, donors, and stakeholders, without whom none of these would be possible. Because of you, ADA is unstoppable and we will continue to make a positive impact in the lives of those living with dementia and their families.



**Dr Ang Peng Chye**  
President





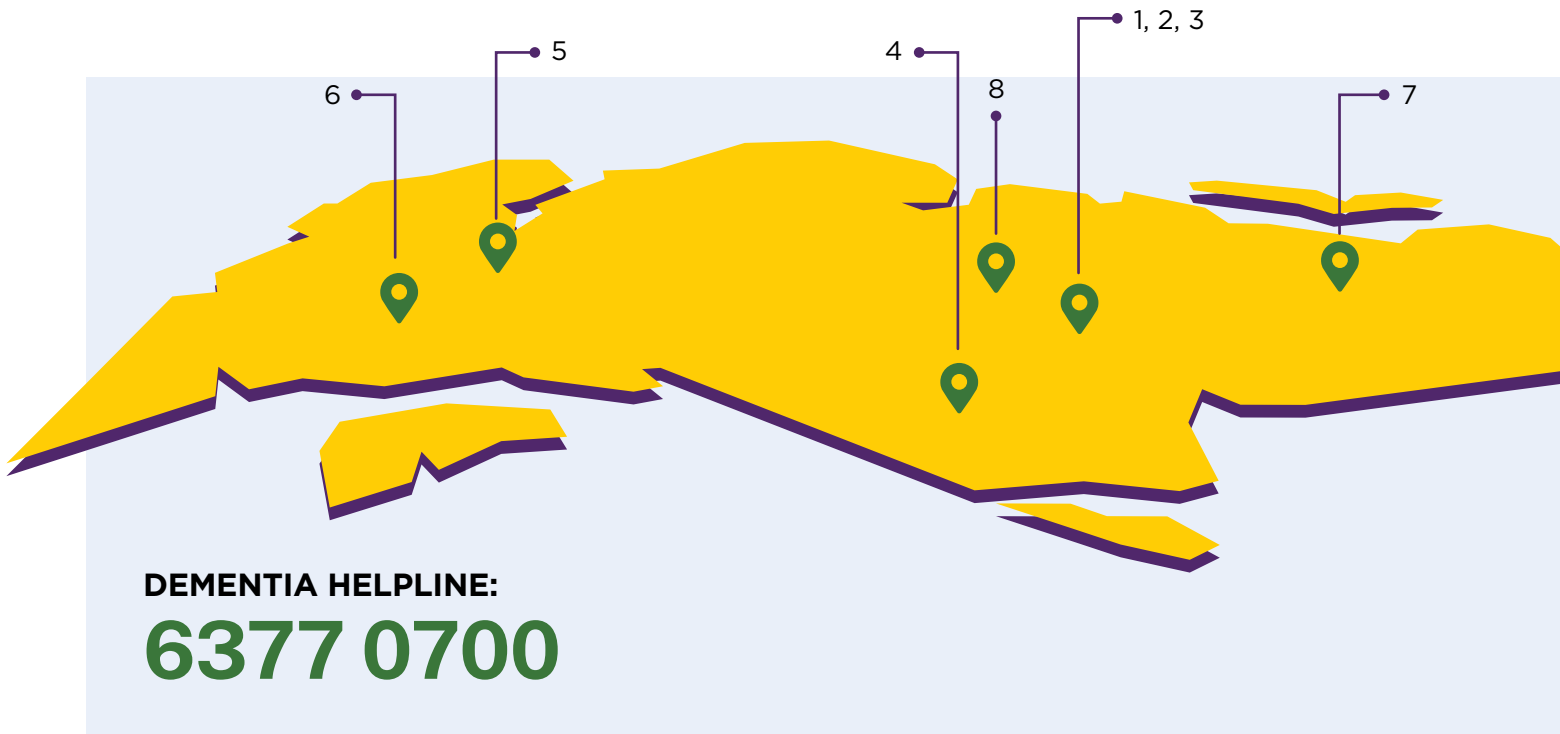
# About Alzheimer's Disease Association (ADA)

## Our Origins

Thirty-one years ago, Dr Ang Peng Chye, BBM, Founding President of ADA, was struck by news reports of seniors with dementia being abandoned by their families due to the immense challenges in caring for them. This impressed on him the need for a social service agency that could effectively reach out to families coping with dementia, provide immediate daycare and community outreach services to reduce caregiver stress, and help overcome the social stigma of Alzheimer's disease and dementia. In 1990, ADA was formed, and the first dementia daycare centre was piloted in Toa Payoh by the then Singapore Council of Social Service. After serving the dementia community with distinction for more than three decades, ADA will make the transition on 1 September 2021 from a Society to a Company Limited by Guarantee (CLG) called Dementia Singapore.



# Presence in Singapore



- 1. Caregiver Support Centre**  
20 Bendemeer Road, #01-02,  
BS Bendemeer Centre,  
Singapore 339914  
Mon - Fri: 9.00am - 6.00pm
- 2. Resource & Training Centre**  
20 Bendemeer Road, #01-02,  
BS Bendemeer Centre,  
Singapore 339914  
Mon - Fri: 9.00am - 6.00pm
- 3. Family of Wisdom (Bendemeer)**  
20 Bendemeer Road, #01-02,  
BS Bendemeer Centre,  
Singapore 339914  
Mon - Fri: 9.00am - 6.00pm
- 4. Family of Wisdom (Tiong Bahru)**  
298 Tiong Bahru Road, #10-05,  
Central Plaza,  
Singapore 168730  
Mon - Fri: 8.30am - 5.30pm
- 5. New Horizon Centre (Bukit Batok)**  
Blk 511 Bukit Batok Street 52, #01-211,  
Singapore 650511  
Mon - Fri: 7.30am - 6.30pm
- 6. New Horizon Centre (Jurong Point)**  
1 Jurong West Central 2, #04-04,  
Jurong Point Shopping Centre,  
Singapore 648886  
Mon - Fri: 7.30am - 6.30pm
- 7. New Horizon Centre (Tampines)**  
Blk 362 Tampines Street 34, #01-377,  
Singapore 520362  
Mon - Fri: 7.30am - 6.30pm
- 8. New Horizon Centre (Toa Payoh)**  
Blk 157 Toa Payoh Lorong 1, #01-1195,  
Singapore 310157  
Mon - Fri: 7.30am - 6.30pm

**VISION**  
Towards a  
Dementia-Inclusive  
Society

**MISSION**  
To be recognised as  
Singapore's leading  
organisation in dementia  
care - a catalyst, enabler,  
educator and advocate  
- that inspires society  
to regard and respect  
persons living with  
dementia as individuals  
who can lead purposeful  
and meaningful lives.

## Who We Are and What We Do

ADA is a social service agency that serves the needs of persons with dementia and their caregivers.

Through the services we provide, we hope to strive towards a dementia-inclusive society where everyone has the right to live with dignity, and no one is left behind. Our programmes reduce stigma by increasing awareness and understanding of dementia; enable and involve persons living with dementia to be integrated and accepted in the community; and lead in providing quality dementia care services for persons with dementia and their families.

ADA is a member of the National Council of Social Service (NCSS) and Alzheimer's Disease International. We have been appointed by NCSS as a "Centre of Specialisation" since 2007, and are one of eight Learning Institutes under the Agency for Integrated Care Learning Network.

# Management Committee and Management Team

The Management Committee (MC), also known as the Board, is ADA's governing body. This Committee provides direction, oversight and ensures the implementation of good governance and practices for the effective performance and operation of ADA. MC Members are not remunerated for serving on the Board.

During the year, three new MC members were co-opted in August 2020. There are three existing members, currently serving more than 10 years in the MC, who provide stability, experience and insights on the growth of ADA, especially for the transition of ADA (as a Society) to Dementia Singapore (as a Company Limited by Guarantee).

Meetings are usually held once every two months. During the period of April 2020 to March 2021, the MC met six times. The Annual General Meeting was held on 29 September 2020.

## Management Committee Members As At March 2021



1. **PRESIDENT** (FIRST APPOINTED IN 1990)  
**Dr Ang Peng Chye**, Psychiatrist  
MC Meeting Attendance: 6/6

2. **VICE-PRESIDENT** (FIRST APPOINTED IN 1992)  
**Dr Ng Li-Ling**, Psycho-Geriatrician  
MC Meeting Attendance: 6/6

3. **HONORARY SECRETARY** (FIRST APPOINTED IN 2003)  
**Mr Chua Eng Chiang**, Private Investor & Qualified Lawyer  
MC Meeting Attendance: 6/6

4. **HONORARY TREASURER** (FIRST APPOINTED IN 2012)  
**Ms Yeo Su-Lynn**, Private Investor & Qualified Accountant  
MC Meeting Attendance: 6/6

5. **COMMITTEE MEMBER** (FIRST APPOINTED IN 2016)  
**Dr Noorhazlina Bte Ali**, Geriatrician  
MC Meeting Attendance: 5/6

6. **COMMITTEE MEMBER** (FIRST APPOINTED IN 2018)  
**Mr Paul Heng**, Managing Director & Executive Coach  
MC Meeting Attendance: 6/6

7. **COMMITTEE MEMBER** (FIRST APPOINTED IN 2018)  
**Dr Chen Shiling**, Resident Physician  
MC Meeting Attendance: 6/6

8. **COMMITTEE MEMBER** (FIRST APPOINTED IN 2018)  
**Ms Sasha Foo**, Managing Director  
MC Meeting Attendance: 6/6

9. **COMMITTEE MEMBER** (FIRST APPOINTED IN 2019)  
**Mr Brad Levitt**, CEO/Fund Manager  
MC Meeting Attendance: 6/6

10. **COMMITTEE MEMBER** (FIRST APPOINTED IN 2019)  
**Ms Sia Hwee Lay**, Head, Business Audit  
MC Meeting Attendance: 6/6

11. **COMMITTEE MEMBER** (FIRST APPOINTED IN 2020)  
**Mr Allister Tan**, Practising Lawyer  
MC Meeting Attendance: 3/4

12. **COMMITTEE MEMBER** (FIRST APPOINTED IN 2020)  
**Ms Jasmine Kang**, Geriatric Advanced Practice Nurse  
MC Meeting Attendance: 4/4

13. **COMMITTEE MEMBER** (FIRST APPOINTED IN 2020)  
**Dr Vanessa Mok**, Psychiatrist  
MC Meeting Attendance: 4/4
- \* Attendance is indicated as the number of meetings attended over the number of meetings scheduled. As the MC members were co-opted at different times during the financial year, the number of meetings scheduled may vary.

Disclosure of interest: If a member of the Committee is directly or indirectly interested in any contract, proposed contract, or other matter, and is present at a meeting of the Association or of the Committee, at which the contract or other matter is the subject of consideration, the member shall at the meeting and as soon as practicable after it commences, disclose the fact, and shall not thereafter be present during the consideration or discussion of, and shall not vote on, any question with respect to that contract or other matter.

### Sub-Committees

**AUDIT**  
Ms Sia Hwee Lay (Chair)  
Mr Allister Tan  
Ms Angie Tan  
Mr Keith Ng

**FINANCE**  
Ms Yeo Su-Lynn (Chair)  
Ms Tan Pei Szu  
Mr Brad Levitt

**FUND DEVELOPMENT**  
Dr Ang Peng Chye (Chair)  
Ms Sasha Foo  
Ms Ang Siok Pin  
Ms Mirabelle Lim  
Mr Wilkinson Chew

**HUMAN RESOURCES**  
Mr Paul Heng (Chair)  
Ms Kok Ee Lan  
Ms Wong Chee Huey  
Ms Erinna Khoo

**NOMINATION**  
Dr Ng Li-Ling (Chair)  
Dr Ang Peng Chye  
Dr Noorhazlina Bte Ali  
Mr Paul Heng

**PROGRAMMES & SERVICES**  
Dr Chen Shiling (Chair)  
Dr Noorhazlina Bte Ali  
Ms Jasmine Kang  
Dr Vanessa Mok  
Ms Philomena Anthony  
Dr Ong Pui Sim  
Ms P M Kumari

# Working Groups

**RESIDENTIAL CARE**  
Mr Chua Eng Chiang (Chair)  
Dr Ang Peng Chye

**ACADEMY**  
Dr Ng Li-Ling (Chair)  
Dr Vanessa Mok  
Ms Chang Sook Mei  
Ms Adeline Sng  
Dr Lim Sok Mui, May  
Dr Tan Lay Ling

## Advisory Panels

**ETHICS REVIEW PANEL**  
Dr Noorhazlina Bte Ali (Chair)  
Dr Vanessa Mok  
Dr Seng Boon Kheng  
Mr Chua Eng Chiang  
Ms P M Kumari

**LEGAL ADVISORY PANEL**  
Mr Alvin Cheng  
Mr Allister Tan  
Mr Koh Tien Gui

# Ad-hoc Committees

**STRATEGY STEERING COMMITTEE**  
Dr Ang Peng Chye (Chair)  
Dr Ng Li-Ling

**ADI INTERNATIONAL CONFERENCE 2020: LOCAL ORGANISING COMMITTEE**  
Ms Yeo Su-Lynn (Co-Chair)  
Dr Ang Peng Chye (Co-Chair)  
Ms Sasha Foo

**ADI INTERNATIONAL CONFERENCE 2020: SCIENTIFIC PROGRAMME COMMITTEE**  
Dr Lim Wee Shiong (Chair)  
Dr Ng Li-Ling (Co-Chair)  
Dr Chong Mei Sian  
Dr Nagaendran Kandiah  
Dr Yao Fengyuan  
Ms Philomena Anthony

# Management Team

CHIEF EXECUTIVE OFFICER (Date of Appointment: 1 August 2012)	Mr Jason Foo
CHIEF FINANCIAL OFFICER	Ms Chong Lay Cheng
CHIEF HUMAN RESOURCES OFFICER	Ms Tracy Kwan
MANAGER, NEW HORIZON CENTRE (BUKIT BATOK)	Mr R.S. Chandraajothi
MANAGER, NEW HORIZON CENTRE (TAMPINES)	
MANAGER, NEW HORIZON CENTRE (JURONG POINT)	
MANAGER, NEW HORIZON CENTRE (TOA PAYOH)	Ms Maria Kung
MANAGER, FAMILY OF WISDOM CENTRE (BENDEMEER)	Ms Eunice Tan
MANAGER, FAMILY OF WISDOM CENTRE (TIONG BAHRU)	Ms Chong Ying Ying
HEAD, CAREGIVER SUPPORT SERVICES	Mr Stephen Chan
HEAD, COMMUNITY ENABLING AND STRATEGY & GOVERNANCE	Mr Francis Wong
HEAD, ACADEMY	Ms Koh Hwan Jing
HEAD, CORPORATE COMMUNICATIONS	Mr Stanley Ho
HEAD, DEMENTIA MEMBERSHIP AND VOLUNTEER MANAGEMENT	Mr Jeremy Khoo
HEAD, FUNDRAISING	Mr Sherwan Sharip
HEAD, INFORMATION TECHNOLOGY	Mr Chen Keng Chong

# Three-Year Strategy (2018 to 2021)

Since 2018, ADA has embarked on a Three-Year strategy plan.

# Three Long-Term Goals

1

TO REDUCE STIGMA through the increase of awareness and understanding of dementia

2

TO ENABLE AND INVOLVE persons with dementia to be integrated and accepted in the community

3

TO LEAD IN QUALITY OF DEMENTIA CARE SERVICES which support persons with dementia and their families

## Four Service Pillars

CENTRE-BASED CARE

CAREGIVER SUPPORT

ACADEMY

COMMUNITY ENABLING

# Five Strategic Priorities

- SERVICE MODELS**  
Our centres become best practice examples for others
- ENABLING**  
We build capacity and capability in the sector
- ALLIANCES**  
Collaborate with and unite stakeholders for the common mission
- RESEARCH**  
Provide easy access to relevant and reliable information
- COMMUNITY**  
Mobilise communities and advocate for policy improvements



# Impart (Centre-Based Care)

**New Horizon Centres** (NHCs) are ADA-run centres that provide daycare services for persons with dementia, as well as support and respite to their caregivers. Operating on weekdays, each NHC sees our diligent centre staff using the person-centred care (PCC) approach, as each client is valued as a unique individual with their own behaviours and interests, which allows for the right attention and care.

Every day, our NHC clients are effectively engaged with activities such as karaoke, puzzles, memory games and light physiotherapy exercises. Each activity aims to maintain or improve the clients' psycho-social and mental well-being. In addition, our centres are well-loved by the community, with frequent volunteer visits, festive celebrations and group outings.

#personcentred ✕

#caregiving ✕

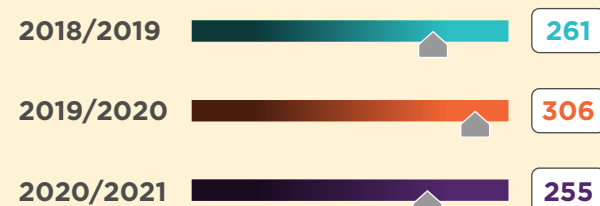
#respite ✕

#activities ✕

## Number of Clients Served at New Horizon Centres



## Number of Clients Served at Family of Wisdom



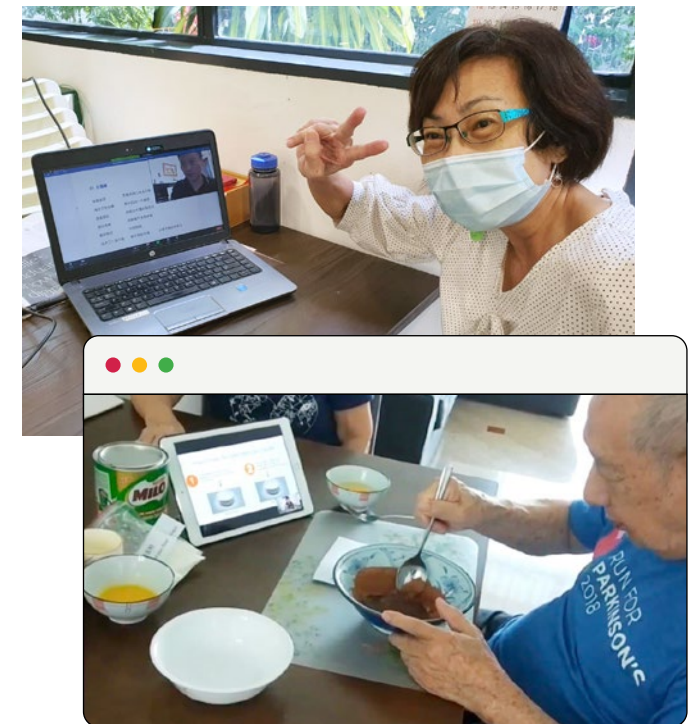
To complement ADA's full-day daycare centres, **Family of Wisdom** (FOW) is a weekly three-hour enrichment programme for persons with dementia and their caregivers, which incorporates more personalised, cognitively-stimulating and meaningful activities such as creative dance, pottery, arts and crafts, baking, music therapy and cognitive brain training games. Designed with a social element in mind, each session is grouped according to the clients' stage of dementia, and promotes increased interaction while helping to maintain or improve the cognitive function of persons with dementia, as well as providing respite amongst the caregivers.

#DespiteDementia ✕

# Digitalisation in the Face of a Pandemic

As Singapore introduced the Circuit Breaker in April 2020, all ADA facilities had to temporarily shutter, including our NHCs and FOW centres. With that came the need to digitalise and offer alternative care solutions to our clients and caregivers, who until then had relied on consistent, in-person services for their loved ones with dementia.

At the onset of the pandemic in February 2020, our FOW centres introduced one-to-one weekly virtual sessions with clients who chose to reduce their visits to the centre. With this successful pilot, virtual one-to-one sessions replaced our on-site programmes during the Circuit Breaker. Usual small-group sessions were translated into one-hour live video calls, which allowed ADA care staff to continue interacting with clients. The activities done virtually were also personalised to the clients' interests such as music, cooking or arts and crafts, as well as their stage of dementia, spoken languages and literacy level.



TOP: Ms Lim Swee Har, client at FOW (Toa Payoh), enjoying her virtual one-to-one session.  
IMMEDIATELY ABOVE: A client from FOW (Bendemeer) learning how to make a milo cupcake in a virtual one-to-one cooking session.



A client from NHC (Toa Payoh) enjoying the preloaded game apps on her tablet.

For NHCs, ADA pre-recorded and released a series of Stay-Home Workout videos on our YouTube and Facebook channels, to help clients and other elderlies participate in simple exercises at home. The easy-to-follow videos were filmed by our centre staff and featured different exercises such as seated yoga, tai chi and dance movements, and were set to the music of classic favourites in English, Mandarin and Malay. On Facebook alone, the videos have been viewed more than 5,000 times. Centre staff also kept in touch with regular clients and their family caregivers via weekly video chats and planned video group activities.

For clients and families who did not have their own mobile devices, ADA partnered with CapitaLand Hope Foundation on the Loan-A-Tablet initiative, to provide families with better access to digital resources via a tablet which they could bring home.

#newnorm ✕



## New Horizon Centre (Bukit Batok) Appointed as Dedicated Senior Care Centre

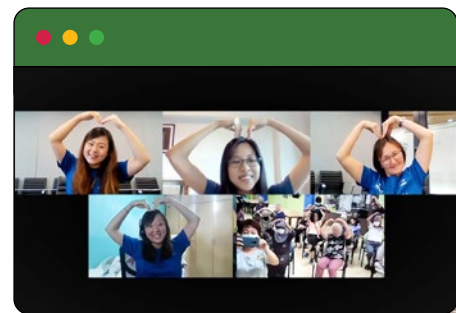
Going above and beyond in these unprecedented times was NHC (Bukit Batok), which was appointed by the Agency of Integrated Care (AIC) to be one of the Designated Senior Care Centres in Singapore. From 5 June 2020, the centre reopened its doors amid the Circuit Breaker to serve seniors – with or without dementia – residing in the West who had inadequate family support and intensive care needs.

I felt honoured to lead our team of dedicated staff to care for the frail elderly in the community, especially when some had no one to look after them as their own caregivers were in fact frontline workers. We're glad to have made the lives of the caregivers easier by caring for their loved ones.

– Mr R. S. Chandraajothi, Centre Manager for New Horizon Centre (Bukit Batok, Tampines, Jurong Point)

## Resumption of Festivities and Activities

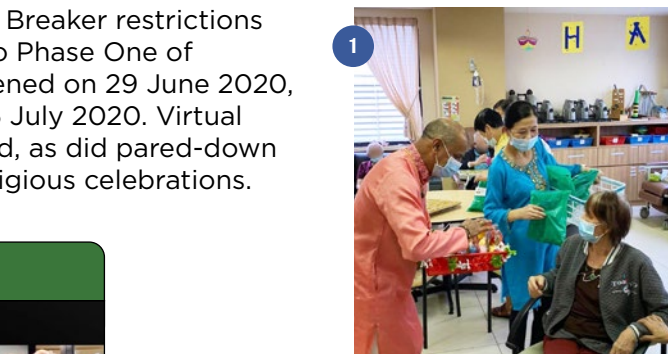
With the easing of Circuit Breaker restrictions and Singapore's entry into Phase One of reopening, all NHCs reopened on 29 June 2020, with FOWs following on 6 July 2020. Virtual volunteer events increased, as did pared-down versions of festive and religious celebrations.



ABOVE: Long-term volunteer partner Edrington conducting a Zoom engagement session with NHC (Tampines) clients.

#festive ✕

#celebration ✕

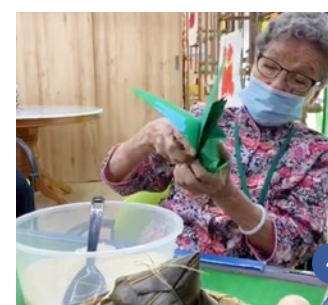


1 2

NHC (Jurong Point) brought cheer during Deepavali and Chinese New Year.

3 4

Clients were all smiles as NHC (Bukit Batok) celebrated the Mid-Autumn Festival and Dragon Boat Festival.



4

The reopening of centres and local businesses also meant a chance to upgrade some ADA facilities. On 8 December 2020, NHC (Tampines) embarked on a one-month-long renovation project, tapping on the Health Ministry's one-time funding, to construct more therapy-specific rooms, as well as to adapt the centre to be more dementia-friendly.



The new Reminiscence Room in NHC (Tampines), featuring vintage items which aid in reminiscence therapy.

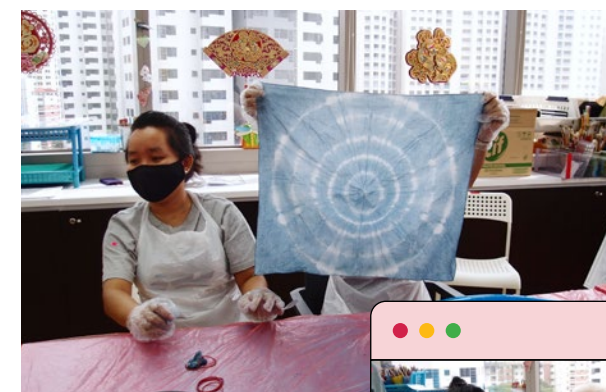
## Music and the Arts

For our clients with dementia, music and art prove to be valuable and therapeutic forms of expression over the years.

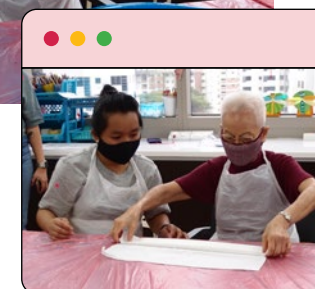
For NHC (Toa Payoh), clients were able to sing their hearts out with the 'Sing Out Loud'\* programme. Despite being held over Zoom, the eight-session workshop was a success, with clients and family members consistently tuning in for each hour-long session.

Maximising the Zoom platform was also FOW (Bendemeer), which teamed up with the National Gallery to conduct virtual museum tours. With resounding interest over the 17 virtual sessions, small in-person visits have also been planned later in 2021.

Making a welcome and musical return to our centres was "Return to the Tea Dance", a music reminiscence programme conducted silent disco-style, held in partnership with SanCare Asia.



A client at FOW (Tiong Bahru) proudly showing off his completed tie-dye patchwork.



ABOVE: Clients at FOW (Bendemeer)'s Monday morning group virtually touring the National Gallery with a docent via Zoom.

RIGHT: Clients at NHC (Tampines) enjoying the "Return to the Tea Dance" programme.

#musictherapy ✕

In collaboration with the National Arts Council, ADA also held a workshop from March 2020 to February 2021 on the topic of patchwork-making. Through a series of 11 sessions, a total of nine pairs of persons with dementia and their caregivers came together to create a textile collage through step-by-step activities. The project allowed each pair to exercise their unique self-expressions and reconnect with their family members by exploring their relationships through the fun and enjoyable sessions. The comprehensive project has been documented in the form of a publication and video, which will be unveiled at the Silver Arts virtual exhibition in September 2021.

\*Sing Out Loud! is a programme by Esplanade – Theatres on the Bay (Singapore), in partnership with ADA.



# Closure of ADA Café

Because of the increasing challenges brought about by the COVID-19 pandemic, ADA made the difficult decision to close down ADA Café on 26 August 2020. FOW (Toa Payoh), which held its activities within the ADA Café premises, also ceased operations on the same day.



“When ADA Café was opened in 2016, we had a goal of fostering a more dementia-friendly community and showing people that despite dementia, people living with dementia can still contribute to society. We are glad to have served the community for this long, and we’d like to thank everyone who supported ADA Café and FOW (Toa Payoh) till the very end!”

– Ms Chong Ying Ying, former Café Manager (far left)

# Impact (Caregiver Support Services)

Author Gary Zukav once said “Caregivers attract caregivers and live in a community of love. They are energised by their caring, fulfilled, and they love life.” At ADA, we understand the needs and concerns faced by full-time and part-time caregivers. With our programmes and services targeted towards the caregiving community, ADA strives to build a reliable support network and loving community for all caregivers and family members of people living with dementia.

FY 2020/2021 was particularly difficult for our dementia caregiver community, as COVID-19 restrictions clamped down on daily activities which caregivers relied upon for their loved ones with dementia, leading to an increase in at-home activities and responsibilities for caregivers. Higher caregiver stress was inevitable, especially for those who had to juggle work, household and caregiving demands all at the same time.

## Caregiver Support Groups

ADA’s Caregiver Support Groups is one of our most widely used services, due to its accessibility and comfort it provides. Held in English, Mandarin and Malay, these two-hour sessions are conducted weekly and are free-of-charge. The sessions provide a safe space for like-minded caregivers to express their feelings or stresses, exchange caregiving tips and share their experiences.

In April 2020, ADA started offering virtual Caregiver Support Groups, held over Zoom. The ease of these virtual sessions led to a high number of support group attendees.

Number of support group attendees



#dementiacommunity x

## Casework & Counselling

To better connect and understand caregivers’ needs, this service aims to collaborate with them directly in order to offer the right support. This includes psychoeducation, emotional support, linking them up with the relevant services, and external referrals.

In FY 2020/2021, ADA supported **383** caregivers and their loved ones through Casework & Counselling. The caregivers also reported that their stress levels reduced by up to **82%** with ADA’s interventions.

383 caregivers



## Dementia Helpline

Operating on weekdays from 9am to 6pm, the Dementia Helpline consists of dedicated operators who provide caregiver support, referrals and over-the-phone counselling.

As the first line of defence and support for caregivers or members of the public in need of vital information, the Dementia Helpline team had their limits tested during the COVID-19 pandemic in 2020. A total of **3,464** calls were made in FY 2020/2021.

#mentalhealth x

#caregivers x



## Eldersit Respite Care

Eldersit is a type of home-based service where trained Eldersitters engage with persons with dementia by doing meaningful and therapeutic activities which help to improve their well-being. These short sessions thus allow caregivers to leave their loved ones in the trusted care of our Eldersitters while they take a well-deserved break, meet friends or run errands.

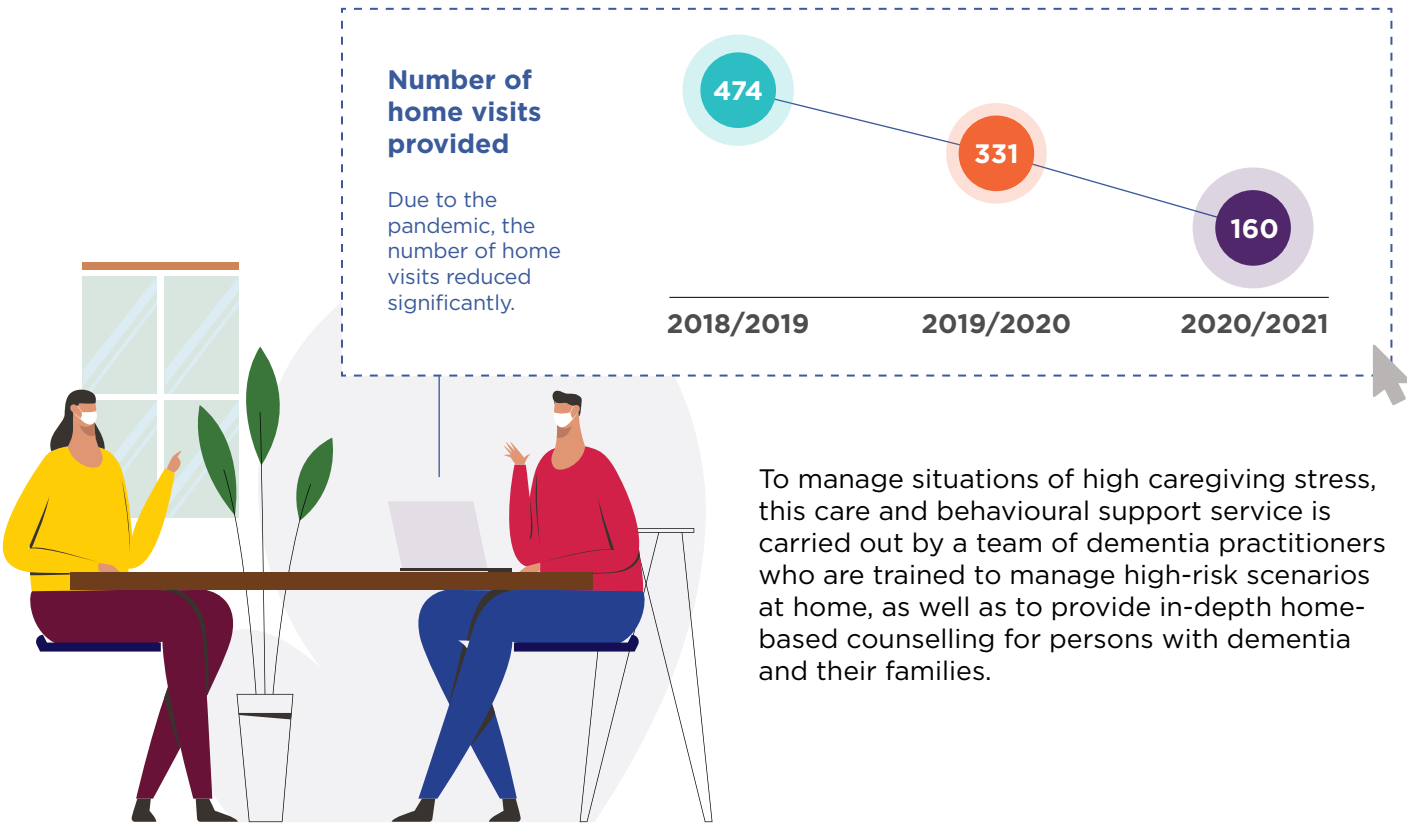
Number of persons with dementia who benefited from Eldersit



The reduction in Eldersit participants this year could be attributed to more caregivers working from home and going out less during the pandemic, leading to a reduced demand for external respite care.



# Person-Centred Home-Based Intervention



# Post Diagnostic Support

Introduced in June 2019, the Post Diagnostic Support (PDS) programme is targeted at newly diagnosed persons with dementia and their families, to proactively equip clients with information, care connections, plans and tools to ease their journey with dementia upon initial diagnosis.

In FY 2020/2021, PDS expanded their reach by taking in referrals from Changi General Hospital and the National Neuroscience Institute; other hospitals already include Tan Tock Seng Hospital and Khoo Teck Puat Hospital. PDS also started their first Peer Support Group in February 2021, with nine caregivers from the programme.

As of 31 March 2021, the PDS team has served **246** persons with dementia and caregivers.

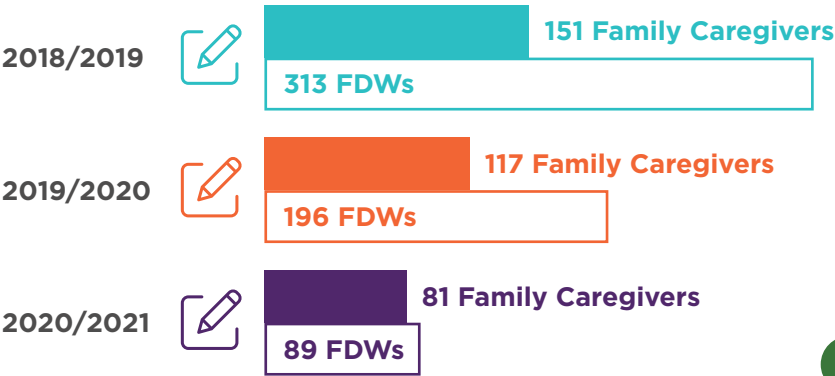


**246**  
persons with dementia and caregivers served

# Innovate

Training is an integral part of dementia care and is key in building a dementia-inclusive society. At ADA, we are committed to equipping the dementia community, including family caregivers, foreign domestic workers, professional caregivers, corporates, and members of the public with the relevant skills to care for persons with dementia. In FY 2020/2021, although the participatory rates across the courses declined due to the pandemic, the ADA Academy diverted its resources to ramp up its virtual webinars, and consultancy services.

## Number of Participants Trained in the Family Caregivers Training Programme and Foreign Domestic Worker (FDW) Training Programme



Foreign domestic workers listening attentively to Mdm Yang Chek, Associate Trainer, who explains the impact of dementia on daily living

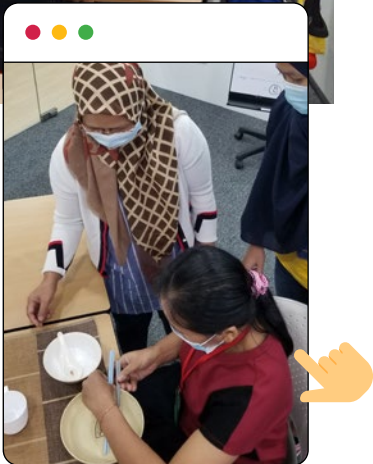


Family caregivers receiving dementia care training for their loved ones living with dementia.

#dementiacare

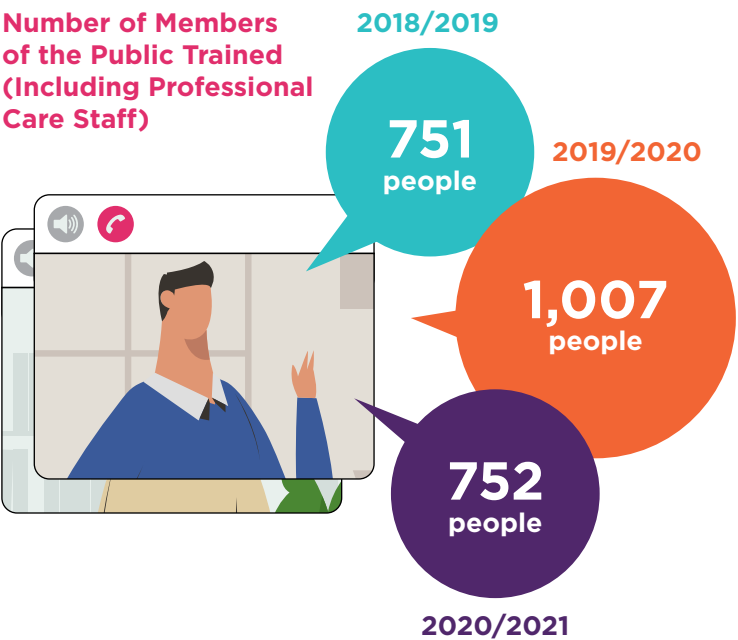


ABOVE: Foreign domestic workers engaging in a discussion during training.



RIGHT: Foreign domestic workers role-playing how to assist a person living with dementia during mealtime.

## Number of Members of the Public Trained (Including Professional Care Staff)





## The New Norm: Caregiver Webinars

Determined to continue our training sessions despite the COVID-19 pandemic and stay-home measures implemented, ADA decided to go virtual. The ADA Academy hosted three webinars for the first time to continue its engagement with family caregivers. A variety of speakers, including dementia self-advocate Anjang Rosli, were invited to share their insights on dementia and other topics related to the condition. Each session drew close to 200 participants and was well received, with many giving positive feedback on the sessions.



During a webinar session titled "Empowering and Enabling Persons with Dementia," participants learned more about what empowerment means to persons with dementia and how communities can enable them.

#webinar ×

## Consultancy Services

In FY 2020/2021, the Academy continued the provision of consultancy services through a combination of face-to-face and virtual meetings. Seven new consultancy projects commenced, including one aimed at enhancing Person-Centred Care (PCC) practice, and bespoke dementia care training. ADA was also the consultant of choice for the Agency for Integrated Care (AIC) Wellness Support Package (WSP) (Category B), which aims to improve the capabilities of nursing homes in providing leisure activities for their residents.

”

ADA has the know-how to provide such services, particularly in terms of assessing the key areas of improvement for centres and providing appropriate guidelines to care staff which are simple to understand and share. This has helped the participants adopt new skills and empower them to do more.

– Ms Mina Lim, Deputy Director of St Andrew's Senior Care

## Forming Dynamic Partnerships



Daily rated employees from NEA participating enthusiastically in activities during the dementia awareness workshop.



In partnership with the National Silver Academy, ADA conducted a dementia awareness programme for close to 230 daily rated senior employees from National Environment Agency (NEA). Conducted with the aim of providing a better understanding of ageing and its associated issues to senior workers, the programme saw attendees participating zealously in the activities throughout the session.

#dementiaawareness ×

## Spearheading Learning in the Community Care Sector

In December 2020, ADA was appointed as one of eight Learning Institutes under the AIC Learning Network. The training roadmap for dementia care service providers, spearheaded and designed by ADA Academy, will engage care professionals in a structured learning journey to enhance dementia capabilities in the community care sector.



During a workplace learning programme at NHC (Toa Payoh), participants from various community care organisations learned how to meaningfully engage persons living with dementia through various activities.



Participants share their ideas and experiences during engaging group discussions.

## Harnessing the Power of Virtual Reality (VR)

Since the introduction of the Enabling EDIE™ (Educational Dementia Immersive Experience) workshop in 2019, more than 400 people have been able to step into the world of a person living with dementia with the use of the Oculus Go VR headset. An evaluation of 61 Enabling EDIE™ workshop participants

conducted by Honours thesis Occupational Therapy students from the Singapore Institute of Technology (SIT) found statistically significant improvements in the knowledge of and attitudes towards dementia.

“As a nurse, I feel that I can empathise with them even

more because I know that their experiences can be distorted and can make them very scared. I will be more empathetic towards them,” said a participant.

Learning from Dementia Australia, who created the revolutionary VR application, ADA commenced on a VR project in collaboration with SIT, with funding support from The Majority Trust and AIC. This project aims to develop VR scenarios that are locally relevant for future VR workshop participants. The VR scenarios are expected to launch by September 2021 for members of the public to be able to experience Singapore and the environment through the eyes of a person with dementia.



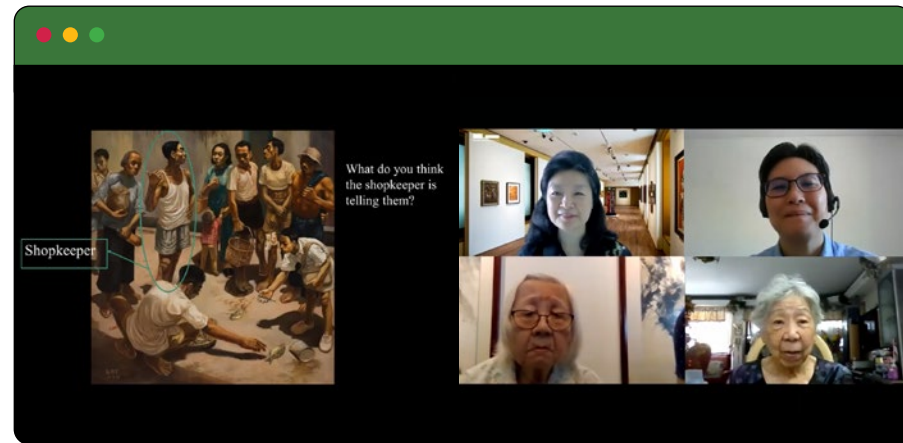
Participants immersing themselves in the Enabling EDIE™ experience to better understand the challenges faced by persons living with dementia.



## A Meaningful Pilot Project: Art With You

In collaboration with the National Gallery Singapore (NGS), the Academy embarked on a pilot project titled “Art With You,” to train NGS docents and volunteers to engage persons with dementia. The docents and volunteers will be involved in designing and implementing activities using artwork provided by NGS to facilitate meaningful interactions between persons with dementia and their caregivers.

During the pilot run of the programme in September 2020, Dementia Care Mapping (DCM™) was used to measure the quality of care from the perspective of participants with dementia. Qualitative feedback gathered from accompanying caregivers and docents reflected the positive impact of the programme on participants with dementia. “My mother likes the interactive elements of



Art With You programme participants taking turns to create a story about the artwork shared on the screen.

the programme, especially the storytelling component,” said a caregiver who had attended the programme with her mother.

A docent who participated in the programme also shared, “The slides are clear, and the lead docent is capable in interacting well with

participants and sparking reminiscence about their past. The use of the artwork during the programme effectively facilitated an engaging conversation on food among the participants.”

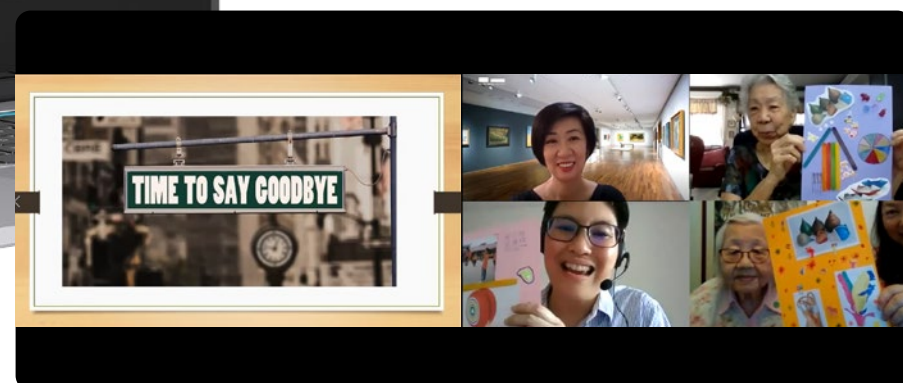
Two more pilots are planned for 2021.

#ArtwithYou ✕

LEFT: Participating persons living with dementia and their family caregivers engaging in an art-making activity together.



RIGHT: Everyone showing off their completed product!



## Inclusive

At ADA, we constantly strive to engage the community so that persons with dementia and their families can live with dignity, choice and confidence in the community. The Community Enabling team spearheads an array of programmes to achieve this goal with the support of like-minded partners.



## Tackling Isolation During the Circuit Breaker



LEFT: #StayHome Fun volunteers from CapitaLand conducting a karaoke session for persons with dementia over Zoom.

BELOW: #StayHome Fun weekly sessions include a variety of activities for persons with dementia to remain active during the stay-home period.

One significant challenge that the Community Enabling team aimed to tackle was the isolation and lack of meaningful engagement that persons with dementia might have faced due to the stay-home measures implemented.

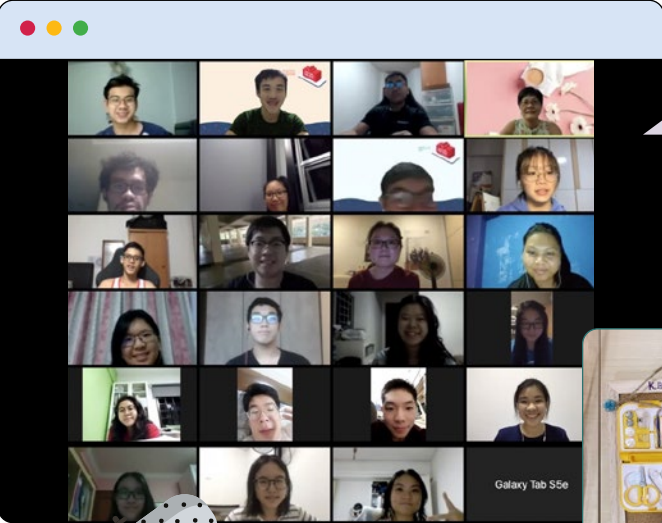
Tapping on technology, the team kickstarted #StayHome Fun, an interactive series of online activities for persons with dementia, conducted via Zoom. Skilled volunteers and staff with specific interests were recruited to support the initiative over two months in May and June 2020, with activities including singing, newspaper-reading, cooking, bingo, art-making, and exercises every Wednesdays, Fridays and Saturdays.



#StayHome Fun reached out to over 50 persons with dementia during the Circuit Breaker period. When asked about what she liked about these online sessions, Ms Jaqueline Sim, a person with dementia said, “I get to cook without cooking!”



# Public Education Talks Go Virtual



As part of their 'Dementia Connect Goes Digital' project, NUS organised a webinar on dementia-friendly communities that received encouraging feedback from participants.



During the "Create a Memory-Box" workshop held on 8 October 2020, participants used all their senses to remember events, places and people from their past that were unique to them.

#virtualtalk

Due to the COVID-19 safe distancing measures, dementia awareness talks and outreach events – which are organised consistently throughout the year to educate corporations, community clubs, schools and members of the public – went virtual.

From August to November 2020, four dementia awareness sessions (two in English and two in Mandarin) were conducted for our partners in the Bishan-East and Thomson-Shunfu Residents' Committee. These sessions enabled their volunteers to better understand and communicate with the elderly with cognitive decline within their community.

In August 2020, a webinar titled, "Understanding Dementia," was also conducted for the Church of Divine Mercy and Inter-Racial and Religious Confidence Circle (IRCC), with almost 100 participants spanning across Singapore, Malaysia and Indonesia.

During Republic Polytechnic's Mental Wellness Fest 2020, the "Create a Memory-Box" workshop was held for their staff to learn effective communication tips and meaningful engagement. The session allowed participants to

share memories that were dear to them through the use of reminiscence items relevant to their life events.

ADA also engaged staff from CapitaLand in June and July 2020, conducting three sessions covering topics on dementia awareness, a caregiver's journey, and building inclusive dementia-friendly communities.

Another webinar on "Dementia-Friendly Communities" was organised by the National University of Singapore (NUS) on 26 June 2020. The webinar garnered encouraging feedback, with one participant sharing that the speakers and facilitators were very helpful and friendly, and answered all the questions that came their way.

Our Community Volunteer Leaders from The Chapal Malay Dementia Community also organised a series of webinars to engage the Malay dementia community, with the first session held on 21 September 2020. Some of the webinar topics covered include communicating with persons with dementia, healthy living and eating, and the various activities in which persons with dementia can engage.

# Memories Café

Memories Café is a community-based programme held every Saturday at various cafés or restaurants across Singapore that focuses on the use of performing arts to engage persons with dementia and their caregivers. Due to the COVID-19 situation, Memories Café ceased all physical sessions and went virtual, with each session livestreamed on YouTube.



During Memories Café's first casual cooking session, participants tuned in to learn how to make Huat Kueh before Chinese New Year.

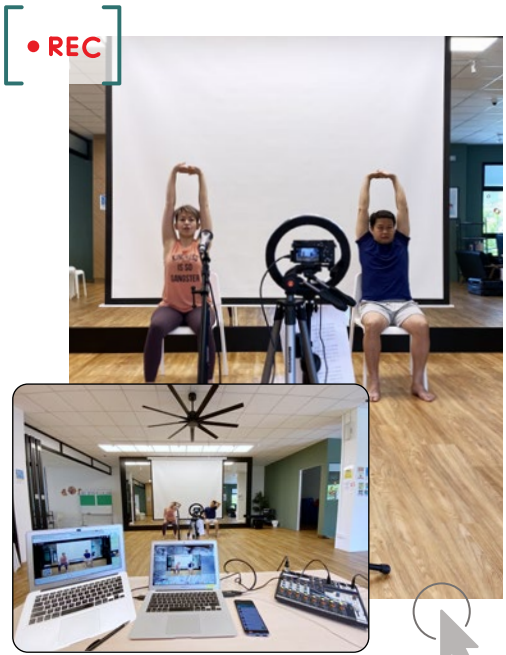
## Number of physical and/or livestream attendees for Memories Café

2018/2019 1,832

2019/2020 2,394

2020/2021 3,023

With the virtual format of the sessions, ADA was able to reach a larger audience this year, including those who had no prior knowledge of Memories Café or even ADA.



A stretchy session in progress! Memories Café's first chair yoga session tailored to suit persons living with dementia being conducted by Ms Priscilla Tan.

"With the suspension of physical events, I noticed that my mother had a gradual deterioration in her moods and could sense from her movements and interactions that she felt lonely and depressed. However, upon the resumption of virtual Memories Café sessions, her outlook changed for the better. She recognised the familiar faces and activities on the screen, and that was the weekly anchor in her routine. The positive impact of the Memories Café sessions on her mental health was undeniable," shared Mr Philip Ling, a caregiver to his mother living with dementia.

As of 30 March 2021, the team has conducted 38 Memories Café livestream sessions, with 3,023 viewers since 2020, and each video attracting an average of 200 to 300 viewers. More recently, volunteer artists were recruited to lead the livestream sessions, including persons living with dementia and caregivers. A notable instance was the leading of the Christmas special held on 26 December 2020, as well as the Chair Yoga session on 30 Jan 2021 by Ms Priscilla Tan, a caregiver and certified yoga trainer. The sessions have also taken other forms, including a visual podcast livestream.

#livestream



## Meeting Centre Support Programme: An Innovative Pilot Programme



LEFT: FUN Club members engaging in National Day activities with their caregivers at the Meeting Centre in Bendemeer.

BELOW: Members of the Meeting Centre in Kebun Baru actively participating in stretching exercises together.



#dementiainclusive ×

In July 2020, ADA initiated the Meeting Centre Support Programme (MCSP) to support persons living with mild to moderate dementia - dubbed the 'members' - and their caregivers through an evidence-based, person-centred approach. The programme was created to follow the format of a social club where participants meet, have fun together, and have open conversations when they require help and support. ADA's Meeting Centres are designed to offer an enjoyable and flexible collaboration, with the aim of providing emotional, practical and social support which are tailored to the needs of each person with dementia and their families. Through an assessment, an individualised support plan is also drawn up for the participants which reflect their needs and wishes.

Two pilot Meeting Centres were progressively launched in Bendemeer and Kebun Baru, supporting two groups of people with dementia and their caregivers. Six out of nine members of the first pilot at Bendemeer are living with young onset dementia and have affectionately named their Meeting Centre the 'FUN (Forget-Us-Not) Club'; while three out of six members of the second pilot at Kebun Baru are senior residents living in the estate.

MCSP also aims to involve and enable the community in building an inclusive dementia-friendly community. To build a network of local support, the team had groups of students and

corporate volunteers engaging the members in activities such as Bingo and exercises over Zoom on a regular basis. Members of the Meeting Centre in Kebun Baru were also roped into other community projects, such as making signages for an assisted living project in the community.

"The FUN Club meetings my dad and I have been attending really are fun. Although my dad has been less responsive due to his condition, he has met people he's been able to call his friends and has taken part in many engaging activities. It is precious moments such as these that make his days as a person living with dementia more purposeful and colourful," shared a caregiver and participant of the FUN Club.

## Enabling Activities and Partnerships

### Journey with Arts and Dementia

With generous support from Chua Foundation, ADA continued rolling out the Journey with Arts and Dementia (JADe) capability-building programme which aims to train volunteers, caregivers and community partners to run various reminiscence- and arts-based programmes for persons with dementia.

Adapting to the COVID-19 restrictions, the team developed digital versions of the JADe Starter Kit, which comprises photos of heritage items that can be used as conversation starters. The kit also contains suggested craft activities which are in line with various familiar themes such as cooking and childhood games to engage persons with dementia. The JADe Digital Kits were shared with JADe trainees and publicised on ADA's social media channels to enable the wider community to continue these creative activities to engage their loved ones with dementia at home. ADA also collaborated with the National Heritage Board to provide specialised arts and reminiscence digital content on their House of Memories mobile app.

#reminiscence ×



#JADe ×

Various reminiscence objects from the Kit such as vintage rooster bowls, Chinese wedding certificates and chaptek, are packaged together with guiding questions to spark engaging conversations.



ADA works hand in hand with JADe trainers and artists to facilitate virtual photography and art-making programmes for persons with dementia and their loved ones.

In August 2020, the third cohort of nine trainees had their JADe training workshop conducted via Zoom. Since JADe was launched in 2019, 44 trainees have completed the programme.

A virtual networking and showcase event was also held on 19 December 2020 to enable the cross-sharing of ideas among the JADe trainees, and to inspire the group to create a supportive movement through the network. A similar virtual showcase held on 27 March 2021 introduced the use of reminiscence and arts for meaningful engagement with persons with dementia to the general public.



In March 2021, with venue sponsorship from the National Library Board, a physical showcase themed “JADe Kampong CNY” was organised at the Central Public Library. Our trainees from PCF Sparkle Care at Shunfu and Serangoon, St Andrew’s Senior Care at Henderson and Queenstown, New Horizon Centre (Bukit Batok) and St Luke’s Eldercare at Rivervale contributed art pieces made by their clients to be featured at the exhibition. The exhibition was well-received as it highlighted the creativity and abilities of persons with dementia despite living with the condition.

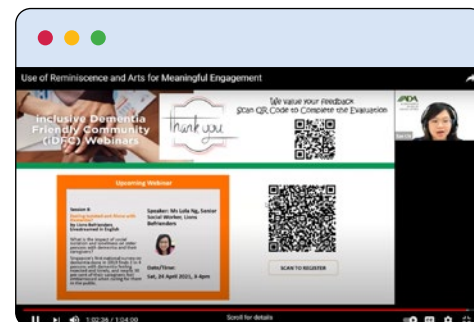


Through the intricate and beautiful art pieces in the ‘JADe Kampong CNY’ exhibition, JADe trainees highlighted how hidden abilities can be discovered for persons with dementia.



## Building iDFCs in Toa Payoh, Bishan and Ang Mo Kio

The iDFC webinar series enables the Partners’ teams to continue their outreach efforts to residents and provide useful knowledge and tips to manage their loved ones with dementia despite the COVID-19 pandemic.



Together with our partners from the Ang Mo Kio, Toa Payoh Bishan Sub-Zonal Partners’ Network – AMKFSC Community Services Ltd, AWWA Ltd, Care Corner Seniors Services Ltd, Caritas Singapore Community Council, Montfort Care, Ren Ci @ Ang Mo Kio, Tan Tock Seng Hospital, Thye Hua Kwan Moral Charities and TOUCH Community Services – ADA organised the inclusive Dementia-Friendly Community (iDFC) Webinar Series which covered topics on managing frailty and dementia.

Since its inaugural session on 22 September 2020, the team has seen an average of 50 participants joining each of the monthly webinars, with about 40% of them being carers or persons with dementia themselves. While the series is targeted at Ang Mo Kio, Toa Payoh and Bishan residents, the partners are glad that the series has also benefited those living outside these communities.

## Virtual Training Sessions at Places of Worship

When the COVID-19 safety measures put a stop to Barker Road Methodist Church’s monthly Shalom Dementia Care Fellowship gathering for persons with dementia and their caregivers, the team turned to ADA to continue to reach out to their members through virtual training sessions. On 5 September 2020, ADA trained 24 staff and volunteers from the church, with the team continuing to conduct various activities via Zoom with the aim of promoting the psychosocial, cognitive and spiritual well-being of their members with dementia.

“As our church community ages, more of our seniors are impacted with dementia. The long-term nature of this condition makes caring for loved ones with dementia a draining endeavour physically, emotionally and spiritually. We are grateful to ADA who has helped us set up a framework of caring for senior members with dementia and their caregivers,” said Mr Khoo Wei Khong, chairperson of Family Life Ministry and the Shalom Senior Fellowship Core Team at Barker Road Methodist Church.

## Extending Efforts in Kebun Baru

As ADA continues our efforts to build an inclusive and dementia-friendly Kebun Baru with the grassroots, several initiatives were organised with our partners during the past year. These include bringing our engagements with the caregiver peer-support group “House of Joy” online, preparing Stay Home Kits for our seniors with dementia, and organising a dementia awareness webinar for our grassroots leaders and residents.



The Stay Home Kits prepared by Kebun Baru grassroots for seniors include a vibrant colouring book and colour pencil set.

### HOUSE OF JOY CAREGIVER GROUP

Started in late 2019, the House of Joy group continued to keep in touch online and provide peer support during the COVID-19 pandemic. On 30 May 2020, the group had an online catch-up session and involved caregivers from Toa Payoh as well. Besides the caregivers, Ms Emily Ong, dementia self-advocate, and Mr Henry Kwek, MP for Kebun Baru constituency, also joined the session as the caregivers shared the challenges they experience and caregiving tips with one another.



The House of Joy group are all smiles as they have their virtual catch-up session.

#dementiafriendly

### COLLABORATION WITH NATIONAL UNIVERSITY OF SINGAPORE (NUS) TEMBUSU COLLEGE

With the help of some 30 students from NUS Tembusu College attending the “Murals: Expressions from/on Walls” school module, ADA expanded on its 2020 Wayfinding Project. This saw the students helping to paint three additional blocks - Blocks 256, 257 and 258 in View RC - with iconic heritage murals which aid in wayfinding for residents living with dementia.



NUS students hard at work painting a series of wayfinding murals that help persons with dementia find their way around the estate. Photos by Dr Margaret Tan from NUS.



## Empowering a Self-Advocate's Journey: Voices for Hope

Voices for Hope (VFH) is a 10-week programme that empowers and enables persons with dementia and their care partners on their self-advocacy journeys. Since 2019, more than 50 people have graduated from the programme.

Because of the stay home measures implemented last year, the fourth cohort of VFH conducted the majority of their sessions online. For the first time, the cohort also had a Zoom graduation ceremony attended by over 20 people comprising the newly-minted dementia self-advocates, their family members, ADA external partners and volunteers. When the lockdown was finally lifted, a joint physical graduation ceremony was conducted on 19 December 2020 for both cohorts 4 and 5.

Another key milestone was the participation of two VFH graduates in the 34th International Conference of Alzheimer's Disease International - dementia self-advocate Ms Emily Ong, and care partner to her husband with dementia, Mdm Rohani Bte Rahmat. The virtual international conference was attended by more than 1,700 delegates across the globe.

Apart from taking on media interviews and various video features, graduates of the VFH programme have also participated in more than 18 public education talks and webinars via Zoom in FY 2020/2021.



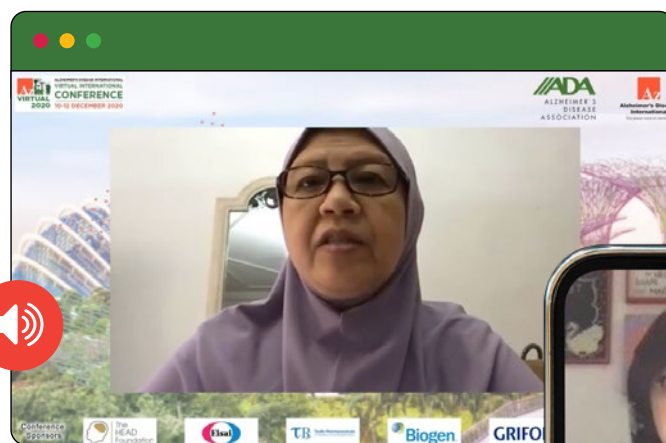
Dynamic duo: Mr Thomas Ong (left), a person living with dementia, and his caregiver and daughter Ms Michelle Ong (right), are graduates from VFH cohort 5 and subsequently co-facilitated VFH cohort 6's sessions.



The 10-session 'hybrid' programme for VFH cohort 4 culminated in a virtual graduation ceremony and included the friends and family of the graduates, as well as ADA CEO Mr Jason Foo.

#VoicesForHope X

#selfadvocate X



LEFT: Mdm Rohani, wife and care partner to her husband with dementia, and graduate of VFH cohort 4, sharing her story during the closing address of the ADI 2020 Conference.



RIGHT: Ms Emily Ong, person living with young onset dementia and graduate of VFH cohort 3, shares more about the "Understanding and acceptance of dementia: Where are we now?".

## Illuminate

American tennis player Arthur Ashe said, "Start where you are. Use what you have. Do what you can". A relevant quote for the year 2020, which was defined by the COVID-19 pandemic and the new challenges it brought about. ADA is heartened that, despite the difficult circumstances, our volunteer partners remained determined to continue supporting our needs. Using existing resources and working closely together, ADA staff and volunteers leveraged on technology to adapt to the new norm of virtual volunteering, and to stay in touch with the dementia community.

### Zealous Zoomers

ADA is fortunate to continuously receive support from many "Zealous Zoomers" - volunteers who utilise the Zoom platform to enthusiastically reach out to and engage our clients. In FY 2020/2021, student-led groups like Project CURAE from Hwa Chong Institution and Champs for Dementia from CHIJ St Nicholas Girls' School have been virtually interacting with clients. The student volunteers not only dedicated their time outside of school to bring joy to persons with dementia and their caregivers, but also went the extra mile to provide resources, such as handicraft materials, to amplify the online engagement.



#zoom X

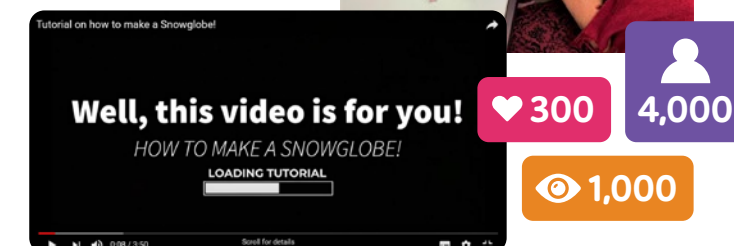
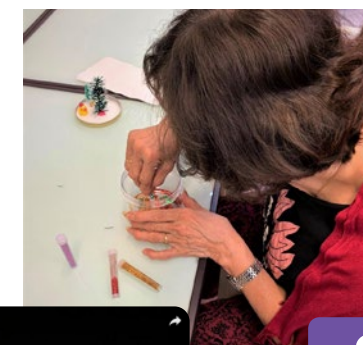
Project CURAE contributed arts and craft materials for clients, and folded hearts with encouraging handwritten notes for ADA.

### An Array of Online Resources

Beyond virtual sessions, ADA is also thankful to all the talented volunteers who contributed their time to create various online resources for the dementia community. For example, ADA collaborated with several groups of students from Temasek Polytechnic to produce a series of video tutorials, such as on making festive Christmas and Chinese New Year ornaments, and activity booklets filled with creative content like 'spot the difference' games and maze puzzles. These resources were posted on ADA's Facebook page for clients and caregivers to watch, download and try their hand at the activities.

The students created nine online resources, which in total reached over 4,000 people, more than 300 'likes', and close to 1,000 views.

An ADA client makes her very own snow globe after watching a video tutorial that was launched during Christmas 2020 by students from Temasek Polytechnic.





# International Volunteer Day Virtual Celebration

Like many other events, ADA's International Volunteer Day celebration had to go virtual. At the e-celebration, volunteers learned more about ADA's future direction, as well as participated in virtual games such as bingo and 'guess the price', and received simple door gifts and prizes.

Long-time volunteer Dr Chitra Krishnakumar candidly shared her appreciation for ADA during the event: "Whenever I volunteer with ADA, the warmth that the staff gives me is very heartening. The way ADA treats us volunteers is something which I've always cherished, and I would like to express my thanks to you all."



ADA's volunteers enjoying a fun game of 'guess the price' during the Zoom celebration.

#volunteerism

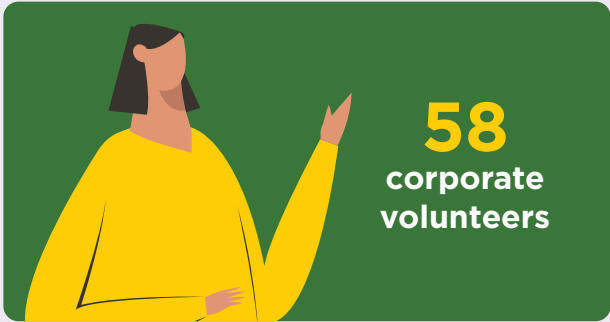
#kindness

## Corporate Volunteer Statistics for 2020/2021



Corporate organisations who partnered with ADA in FY 2020/2021:

- 1. CapitaLand Limited  
14 Zoom sessions
- 2. Edrington Singapore Pte Ltd  
1 Zoom session
- 3. Eisai Clinical Research Singapore Pte Ltd  
1 Zoom session
- 4. Netflix Pte Ltd  
2 Zoom sessions
- 5. Prudential Assurance Company Singapore (Pte) Ltd  
2 Zoom sessions
- 6. RSVP Singapore The Organisation of Senior Volunteers  
1 Zoom session



# Highlights

## SPOC-19

As Singapore plunged into its Circuit Breaker period in April 2020 and the rate of COVID-19 infections reached new highs, an increasing number of caregivers and social service agencies started to voice concerns regarding the safety of their loved ones and clients with dementia, their inability to comply with certain safety measures, and this group's high potential to unintentionally flout the Circuit Breaker rules.

To address such concerns, in collaboration with the Agency for Integrated Care (AIC) and with support from the Ministry of the Environment and Water Resources (MEWR), ADA launched a new initiative in May 2020 to offer increased assistance to persons living with dementia and their caregivers.

Named **SPOC-19**, or 'Support for Persons living with dementia Over the COVID-19 period', the initiative introduced three 'identifiers' that persons with dementia and their caregivers could register for, namely:

- 1. ADA Memo by Alzheimer's Disease Association (ADA)
- 2. Safe Return Card by National Council of Social Service (NCSS)
- 3. In Case of Emergency, Dial (ICED) Sticker by Agency for Integrated Care (AIC)

Of the three identifiers, the **ADA Memo** was the only newly-introduced one dedicated to the SPOC-19 initiative. Persons with dementia and their caregivers could apply for the ADA Memo through their Community Care providers or directly via ADA's website\*.

Dear Sir/Madam,

**ADA MEMO FOR: JOHN DOE, S\*\*\*\*567A**

We acknowledge the importance of the safety measures introduced by the Government to curb the spread of COVID-19 infection in Singapore. However, for persons living with dementia or/and their caregivers, adhering strictly to the measures can be challenging. At times, these persons with dementia may lack the cognitive ability to fully understand and comply with the safety measures.

The holder of this memo is registered with the Alzheimer's Disease Association.

Full Name	JOHN DOE	Language	ENGLISH
NOK/Caregiver/Emergency	JANE DOE	Contact	87654321

We seek your understanding if this person of concern may have violated the rules inadvertently. We appreciate that you could exercise patience and empathy when you are engaging this person.

Mockup of the ADA Memo, which identifies the holder as a person living with dementia or caregiver registered with ADA.

With the implementation of SPOC-19, ADA hopes to inculcate a more understanding and empathetic community, especially in times of adversity for the nation, in the hopes of building an inclusive, dementia-friendly society.

- Mr Jason Foo, CEO of ADA

"We have been listening to persons living with dementia and their caregivers, and we fully understand that it can be a challenge to adhere strictly to the Circuit Breaker rules. This personalised ADA Memo will identify them as being registered with ADA, and appeals for patience, support and understanding from enforcement officers in the event that they are approached for breaking the Circuit Breaker rules inadvertently," said Mr Jason Foo, CEO of ADA.

Between 5 May and the end of the Circuit Breaker period on 1 June 2020, ADA had received 868 applications for the ADA Memo.

*\*As of 31 March 2021, the ADA Memo is no longer available.*

## First Virtual Annual General Meeting

On 29 September 2020, ADA's 30th Annual General Meeting took on added significance as it was the first time the event was conducted on a virtual platform. In addition, at this meeting, the ADA Members voted to approve the Society's transition to a Company Limited by Guarantee called Dementia Singapore in 2021, signalling the start of a new era for the organisation.





## WAM 2020

Following the theme of 'Empowerment', ADA's commemoration of World Alzheimer's Month (WAM) 2020 was a whirlwind of activities to celebrate the many faces and unique individuals of the dementia community, who serve as the building blocks of our wider community.

Throughout the month of September, as most people were at home and physically distanced, ADA held our first-ever virtual WAM, with overwhelming support and online engagement for the line-up of fringe activities and events.

Our inaugural national steps challenge, **ADA Walk2Remember**, was a virtual walk-a-thon where friends, families and allies of the dementia community were encouraged to get active and walk for, and with, our persons living with dementia in their care journeys. From 1 to 21 September, the virtual steps challenge drew a total of 3,400 participants and a jaw-dropping steps count of 380,232,900. The ADA Walk2Remember 2020 was supported by corporate partner, Cerecin.

Our colouring contest, **ADA Colourful Memories**, was also well-received among all our clients from New Horizon and Family of Wisdom centres, attracting over 60 submissions of colouring artworks and 30 prize winners.



TOP, LEFT: Running from NHC (Tampines) to NHC (Toa Payoh) on the morning of 19 September, and covering a whopping distance of 16km, ADA champion and avid runner Mr Lincoln Han and his running buddies also raised a total of \$5,000 by covering 3,000km throughout the month of WAM!

TOP, RIGHT: Local artist and judge of the Colourful Memories contest, Mr Faizal Bin A Bakar (left), and Chair of the WAM 2020 Organising Committee, Mr Stanley Ho (right), mull over the entries to pick out the lucky winners.

A special edition of the ADA **Caregiver Essentials** webinar series, featuring dementia self-advocate Mr Anjang Rosli, was held on 19 September 2020, garnering over 200 participants virtually. The hour-long webinar was also simultaneously livestreamed on ADA's Facebook page, reaching an audience of over 2,000 people.

But the largest buzz was reserved for World Alzheimer's Day on 21 September 2020, where ADA unveiled a commemorative community project, **ADA Build with Us 2020 - Presented by Musim Mas**, at Kebun Baru Community Club. In an hour-long livestream event held on Facebook and YouTube, the virtual event featured a fireside discussion between Mr Henry Kwek, Member of Parliament of Kebun Baru and Adviser to Kebun Baru GROs, Mr Jason Foo, CEO of ADA, Mr Francis Leong, Vice Chairman of Kebun Baru Active Ageing Committee, and Ms Emily Ong, a person living with young onset dementia and dementia self-advocate.

The full-colour mural spanning 2.6m by 1.6m, made entirely of LEGO pieces, was put together remotely by various stakeholders of the dementia community, signifying the coming together of all aspects of the community in support of our dementia friends.



LEFT: Livestreamed events such as the unveiling of ADA Build with Us 2020 became the go-to outreach method for WAM this year, garnering over 1,250 views on Facebook alone.

TOP: L to R: Mr Jason Foo, CEO of ADA; Mr Henry Kwek, MP of Kebun Baru; Mr Francis Leong, Vice Chairman of Kebun Baru Active Ageing Committee; Ms Emily Ong, dementia self-advocate.

## Digital Dementia Care Pilot Project

With the support of the Lien Foundation, ADA kicked off the Digital Dementia Care Pilot Project in 2020 with the objective to rediscover, pilot and test innovative digital models of care. In particular, the Project is also targeted at vulnerable groups of seniors living with dementia in seniors-only households. Due to COVID-19, many support activities went digital, and as such, seniors with dementia and those who were living alone or with a senior caregiver, were not able to engage with and effectively benefit from these programmes. The Digital Dementia Care project has allowed ADA to leverage Design Thinking as a methodology to critically examine the needs and challenges of the senior population with dementia and to design suitable digital and enablement programmes to strengthen our support for persons with dementia and their caregivers during the pandemic.

The project aims to pilot and enhance the lives of 100 users across the Ang Mo Kio and Kebun Baru precincts by the end of 2021. To date, the project has garnered much support from grassroots leaders and community partners within Ang Mo Kio, who participate actively in focus group discussions and during ideation workshops making this truly a multi-agency collaborative exercise.

## Memorandum Of Understanding (MOU) Signing with National Heritage Board (NHB)

On 18 December 2020, ADA signed a renewed Collaboration Agreement with our long-term partner, National Heritage Board (NHB), to deepen community arts and local heritage efforts within the dementia community. The three-year partnership was cemented by ADA CEO Mr Jason Foo and NHB Deputy Chief Executive (Policy & Community), Mr Alvin Tan.

The renewed partnership will see, among many other initiatives, a ramping up of activities for ADA's clients with dementia and their caregivers at NHB's various sites; the co-development of museum resources and programmes for dementia audiences; and an increased number of training sessions for museum docents to equip them to better manage seniors and visitors with dementia.

In the coming years, ADA will also work with NHB to increase the involvement of and consult persons with dementia more regularly on creating a more dementia-enabling environment in the social spaces of the National Museum of Singapore.

## ADI 2020



ADI staff from London participating in a virtual brain gym session led by the Alzheimer's Indonesia's risk reduction specialist.

Originally scheduled to take place in Singapore in March 2020, the Alzheimer's Disease International's (ADI) biennial conference made the decision to go digital amid the pandemic, giving rise to the first-ever ADI international virtual conference. Despite the COVID-19 pandemic and the challenges it brought to a global conference, it was heartening to see more than 1,700 delegates from over 100 countries gather virtually for ADI's 34th International Conference from 10 to 12 December 2020.

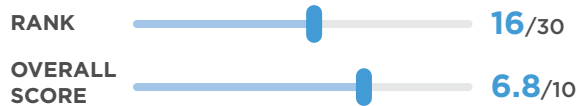
Held in partnership with ADA, the three-day conference welcomed esteemed global representatives including Her Excellency Halimah Yacob, President of the Republic of Singapore and Patron to ADA, Her Majesties Queen Sofia of Spain and Queen Silvia of Sweden, and Luis Guillermo Solís Rivera, Former President of Costa Rica.



Themed ‘Hope in the Age of Dementia’, the conference aimed to present hope through new scientific discovery, and knowledge and solutions around dementia – a concept which was extremely relevant in light of the COVID-19 pandemic, which has greatly affected the dementia community. With a diverse group of international keynote speakers, the conference incorporated a wide range of research, care, technology and innovation topics. Programme highlights included “Dementia as a disability and the relevance of the United Nations Conventions”, “Envisioning the Alzheimer’s disease healthcare system of the future”, and a roundtable discussion on the global cost of dementia.

The topic of dementia design took a front seat in the conference, with ADI’s annual World Alzheimer Report, released in September 2020 prior to the conference, titled “Design, Dignity, Dementia: Dementia-related design and the built environment”. Topics from the ADI 2020 conference thus included how we as a global community can take dementia design from theory to practice, as well as the launch of the “30 Global Cities: Dementia Innovation” study. The latter, an in-depth analysis into how dementia innovation and adaptation fared across top cities in the world, including Singapore, also ranked each country’s dementia-readiness index. The study was launched on Day 2 of the conference by the Global Coalition on Aging and ADI, and supported by the Lien Foundation.

#### Singapore’s Performance in the 2020 Dementia Innovation Readiness Index Across 30 Global Cities



We have observed that the dementia landscape is getting more complex as the world progresses rapidly towards digitalisation in the midst of a pandemic. Many organisations have introduced integrative and innovative approaches to better serve the needs of those with dementia - and we will learn from them. But we urge that there will be further research and more exchange. We also appeal to decision-makers and policymakers to use the information shared to make necessary changes to enable us to continue to further our cause.

– Mr Jason Foo, CEO of ADA

Dementia is not a battle to be fought alone. It heartens me to know that all of you – researchers, scientists, clinicians, allied healthcare professionals, care professionals and volunteers – work together with people living with dementia, their family members and their caregivers. This inclusiveness is proof that the global dementia community has made great strides forward. And when the world pulls along towards a common goal, there are no limits to what we can achieve together.

– Madam Halimah Yacob, President of the Republic of Singapore

On the home front, ADA was proud to witness local dementia advocates Ms Emily Ong, who is living with dementia, and Madam Rohani Bte Rahmat, care partner to her husband with dementia, who both stepped up and gave talks on the realities of the condition. ADA CEO, Mr Jason Foo, also shared some insights on how the organisation is coping with the COVID-19 pandemic.

ADA would like to thank the Alzheimer’s Disease International for the opportunity to co-host and collaborate on the first virtual global dementia conference. ADA would also like to thank all sponsors, including The Head Foundation, Eisai, TauRx Therapeutics, Biogen, Otsuka, Grifols, and Cerecin for their support in creating the successful event.

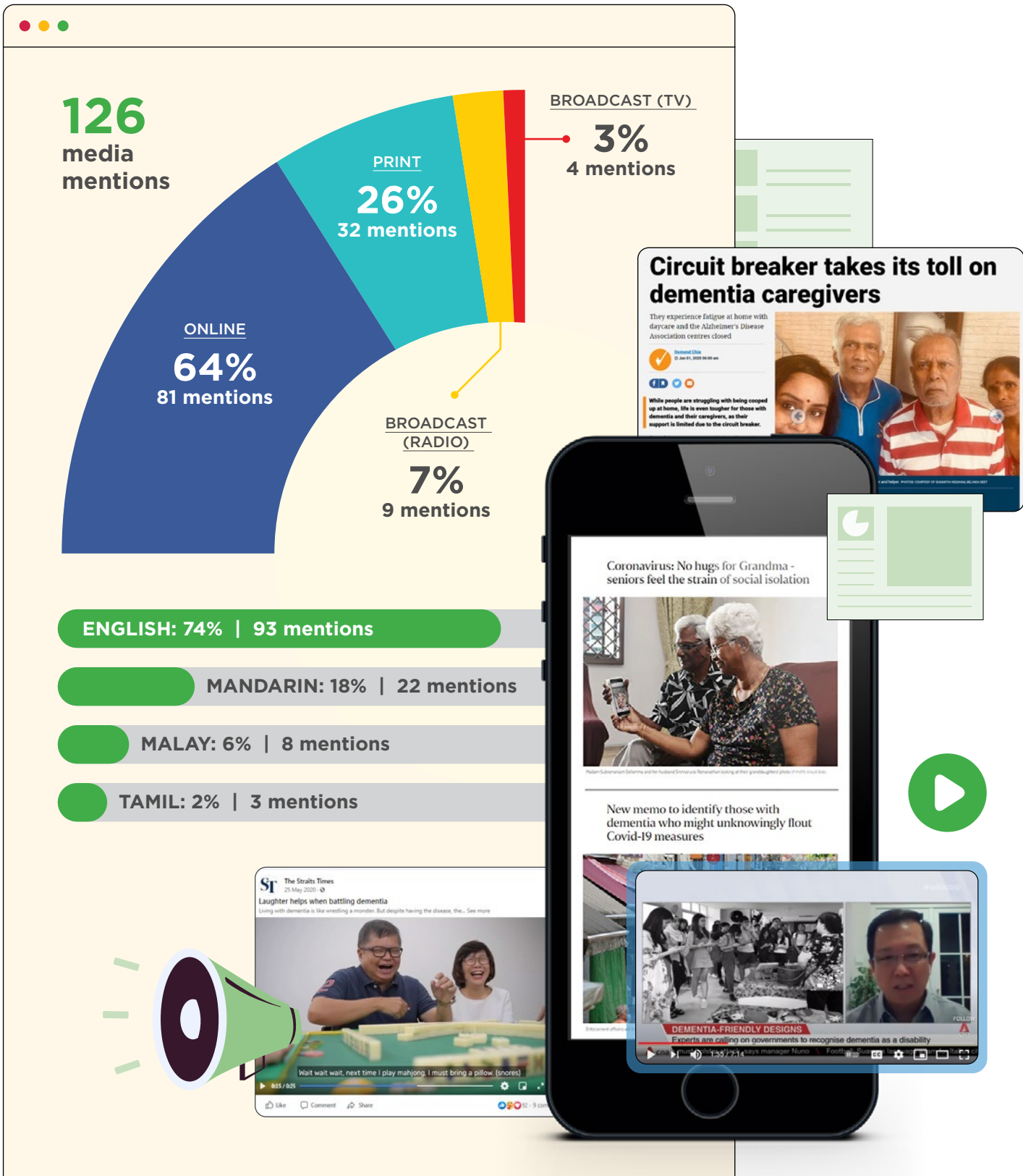


Ms Paola Barbarino, CEO of ADI, speaks with Ms Emily Ong on what “hope and dementia” means to her.



# ADA in the News!

From April 2020 to March 2021, ADA had a total of 126 media mentions across media platforms. Notable coverage includes ADA’s response to the COVID-19 situation, such as our views on how people living with dementia and their families were affected by social isolation and the reduction of in-person, group activities; ADA’s rapid need to digitalise and roll out alternative programmes and services; the launch of SPOC-19; and other news features on our dementia self-advocates.





# Global Influence on Dementia

In 2020, like all organisations and associations, Alzheimer's Disease International (ADI) had to re-adapt, re-purpose and re-invent many facets of its work in relation to the COVID-19 pandemic. In April 2020, the ADI Asia Pacific Regional Office (APRO) members unanimously agreed to divert its funds allocated for travel to support ADI's online activities.



ADI APRO Members

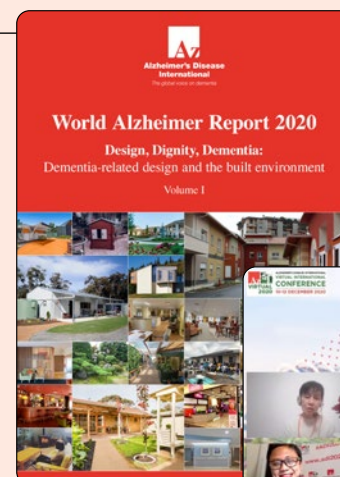
## Year in Review

In early 2020, ADI realised that ongoing support, advice and resources in a virtual format would be necessary not only for members but also for people living with dementia and their family carers — regionally and globally.

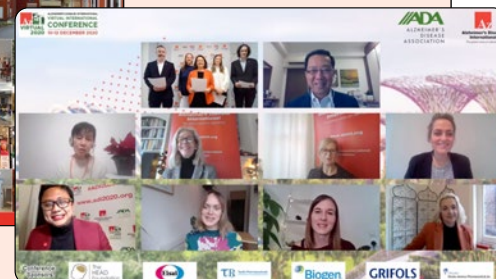
Since March 2020, ADI has introduced a series of webinars that addressed issues pertaining to COVID-19, including topics such as supporting people with dementia, members' experiences with the pandemic around the world, risk reduction and palliative care.

Despite the challenges, ADI published its signature annual publications including 'From Plan to Impact III', which reviews progress and barriers in relation to the World Health Organization's (WHO) Global action plan on dementia.

Centred around dementia-related design, the World Alzheimer Report 2020 was published on 21 September 2020. This is the first report to span across two volumes, with the second volume boasting 84 global case studies of design in domestic settings, day and residential care, hospitals, and public buildings and spaces. The report has been awarded the European Healthcare Design Award for an Outstanding Contribution to Global Knowledge.



#ADI2020



Professor Richard Fleming from University of Wollongong, Australia, was also commissioned to lead a team in Australia and the United States, building on over 30 years of dementia design expertise. A core recommendation was to work towards the inclusion of design in national dementia plans. A manifesto has been launched to encourage leading architects, designers, care managers and academics to commit to a set of ten dementia-friendly design principles.

The ADI 2020 conference, which was scheduled originally in March 2020 in Singapore was postponed and converted to a virtual platform in December 2020. Read more on page 33-34.

## Thank You, Dr Ang Peng Chye

Dr Ang Peng Chye from Singapore stepped down as ADI APRO Chair in April 2020. He is succeeded by Meera Pattabiraman from 2020 to 2023. In appreciation of Dr Ang's contributions and commitment, a caricature featuring the APRO family was presented to him.



Drawn by Indonesian caricaturist Djoko Susilo, it features Dr Ang Peng Chye and the APRO family.

## Partnerships Play a Significant Role

We are thankful to all the partnerships rendered across the region. This includes:

- Singapore's Voices for Hope programme, supported by National Council of Social Service, which equips persons with dementia and carers with relevant skills and fosters confidence in them to advocate for dementia.
- Collaborations with several institutions across Vietnam, Fiji, Australia and more.
- STRiDE (Strengthening responses to dementia in developing countries), a four-year long project led by the London School of Economics and Political Science (LSE) in partnership with ADI and Dementia Alliance International (DAI), which involved seven countries, including Indonesia and India from the Asia Pacific.
- The approval and continuation of the Twinning 2020-2023 collaboration between Alzheimer's Netherlands and Alzheimer's Indonesia.

We aim to continue to strengthen our partnerships and enable our members to attend dementia regional virtual workshops and meetings so that communities are mobilised and empowered.

## APRO Virtual Regional Meeting 2021

The APRO virtual regional meeting was held in February 2021, where discussions included members' updates in response to the COVID-19 pandemic, as well as an accreditation programme that aims to formalise and regulate the delivery of training programmes, and establish standards to which training providers will adhere.

This accreditation programme, launched in December 2020, will support ADI's aim to reduce the types of quality care provided and ensure a more focused approach to meet the needs of those with dementia. During the meeting, the impact measurement piloted programmes in Indonesia and Singapore were also evaluated through a pre-recorded video involving Ms Emily Perkins, a consultant from Just Cause, Mr Michael Maitimoe from Alzheimer's Indonesia, and Mr Stephen Chan from ADA Singapore.



# Our Heartfelt Thanks

## Seniors Go Digital: Loan-A-Tablet Project

Throughout the course of the COVID-19 pandemic and the need for ADA's programmes and services to go online, ADA was grateful to have partnered with CapitaLand Hope Foundation (CHF), CapitaLand's philanthropic arm, to provide more digital support and resources to our clients with dementia. In an initiative titled the 'Loan-A-Tablet Project', CHF generously donated 40 tablets with accessories to ADA, which helped to keep our clients engaged, active and connected with their friends and families amidst the COVID-19 restrictions.

Staff volunteers from CapitaLand not only customised the tablets to be senior-friendly and pre-downloaded dementia-friendly applications, they also prepared an instruction manual in both English and Chinese languages to assist the participants of the project. The volunteers also conducted virtual exercise and singing sessions for ADA clients to keep them engaged while staying safe at home.

ADA is extremely grateful to CHF for the generous donation of the smart tablets. These tablets have benefitted our elderly clients who cannot otherwise afford these devices, so they can continue to be engaged at home through our virtual activities or play games that stimulate their minds.

– Mr Jason Foo, CEO of ADA



Mr Jason Foo, CEO of ADA, meets with CapitaLand volunteers to set up the pre-loaded apps into the smart tablets.

## Bringing a Sparkle Back into Their Eyes – MUS.za raises \$100,000 for ADA



Home-grown fine jewellery brand, MUS.za, commemorated its store's one-year anniversary in 2020 with a fundraising initiative titled 'Bring a Sparkle Back to Their Eyes'. The initiative, held in partnership with ADA, saw a portion of the jewellery sales going towards ADA, while at the same time creating much-needed awareness through its regular patrons who took up arms to spread the word on the dementia cause.

With the fundraiser taking place from November to December 2020, and despite the COVID-19 pandemic's challenging effect on the retail market, MUS.za raised a whopping \$100,000 for ADA.

The cheque for \$100,000 was presented by Ms Esther Ho, Founder of MUS.za, to Dr Ang Peng Chye, President of ADA, at a cheque presentation ceremony at MUS.za's Raffles Hotel Arcade store on 15 January 2021.

## Charity Cookies Fundraiser Sets a New Record!



Our ever-popular crunchy cookies and sumptuous pineapple tarts for Christmas 2020 and Chinese New Year 2021 respectively, all packed and ready to be sent out to donors.

Back by popular demand, ADA held its charity cookie fundraisers at two separate festive periods of the financial year – Christmas in December 2020 and Chinese New Year in February 2021. Combining both campaigns, the fundraiser surpassed the previous years' donations and raised over \$40,000, with proceeds going towards the continued provision and improvement of various ADA programmes, services and operations.

A big thank you to individuals and corporate donors including Gold Lite Pte Ltd, Ho Bee Land Limited and Netflix Pte Ltd for their support! It is only with the dedication and generosity of our donors that we can continue to support and serve our clients living with dementia and their families throughout the festive seasons.

## Summit Planners' Fundraising Drive

Summit Planners, a leading cluster in Manulife Financial Advisers Pte Ltd, adopted a different and more philanthropic approach to celebrate their top achievers in 2020 while giving back to society at the same time. Instead of receiving monetary awards, the best of the best from Summit Planners were encouraged to channel their winnings towards three charities, with ADA as one of the beneficiaries. The campaign raised an auspicious amount of \$38,888 on behalf of ADA.

At two separate virtual events, ADA was also invited to share more about the dementia cause and the work that we do for the dementia community, as well as be presented with the donation cheque. The virtual events were attended by Summit Planners' over 430-strong team.

We are heartened by Summit Planners' support and grateful to Mr Stephen Chew and team for their generous contributions and for helping to make a difference to our dementia community.



Cheque presentation on 5 January 2021.

#fundraising ×

#thankyou ×

## Musim Mas Pledges \$1 million to ADA

In a show of solidarity, and commitment towards vulnerable families and individuals displaced by the COVID-19 pandemic, Musim Mas, one of the world's largest palm oil corporations, has pledged \$5 million to five local beneficiaries, including ADA, Metta Welfare Association, The Majority Trust, The Straits Times School Pocket Money Fund, and The Singapore General Hospital. Called 'Musim Mas Project Onward', the group has disbursed \$1 million in cash donation to each beneficiary on 22 June 2020.

As ADA's largest donor in 2020, ADA is grateful to the generous donation from Musim Mas who has consistently believed in the dementia cause and the work that we do since 2019. The donation will go a long way in easing the association's cash flow and help sustain its programmes and services, especially during these challenging times.



# Donor Acknowledgement

April 2020 to March 2021

## \$10,000 and Above

- Corporate

Bioskin Holdings Pte Ltd  
Bloomberg Singapore Pte Ltd  
Cerecin Pte Ltd  
Lundbeck Singapore Pte Ltd  
MUS.za Pte Ltd  
Musim Mas Holdings Pte Ltd  
Nittan Capital Singapore Pte Ltd  
Rolex Singapore Private Limited  
The Keppel Club  
Zenith Affair Pte Ltd
- Foundation/Trust/Government

CapitaLand Hope Foundation  
Chua Foundation  
Ho Bee Foundation  
Lee Foundation  
Lien Foundation  
National Council of Social Service  
The Community Foundation of Singapore  
The Majority Trust
- Individual

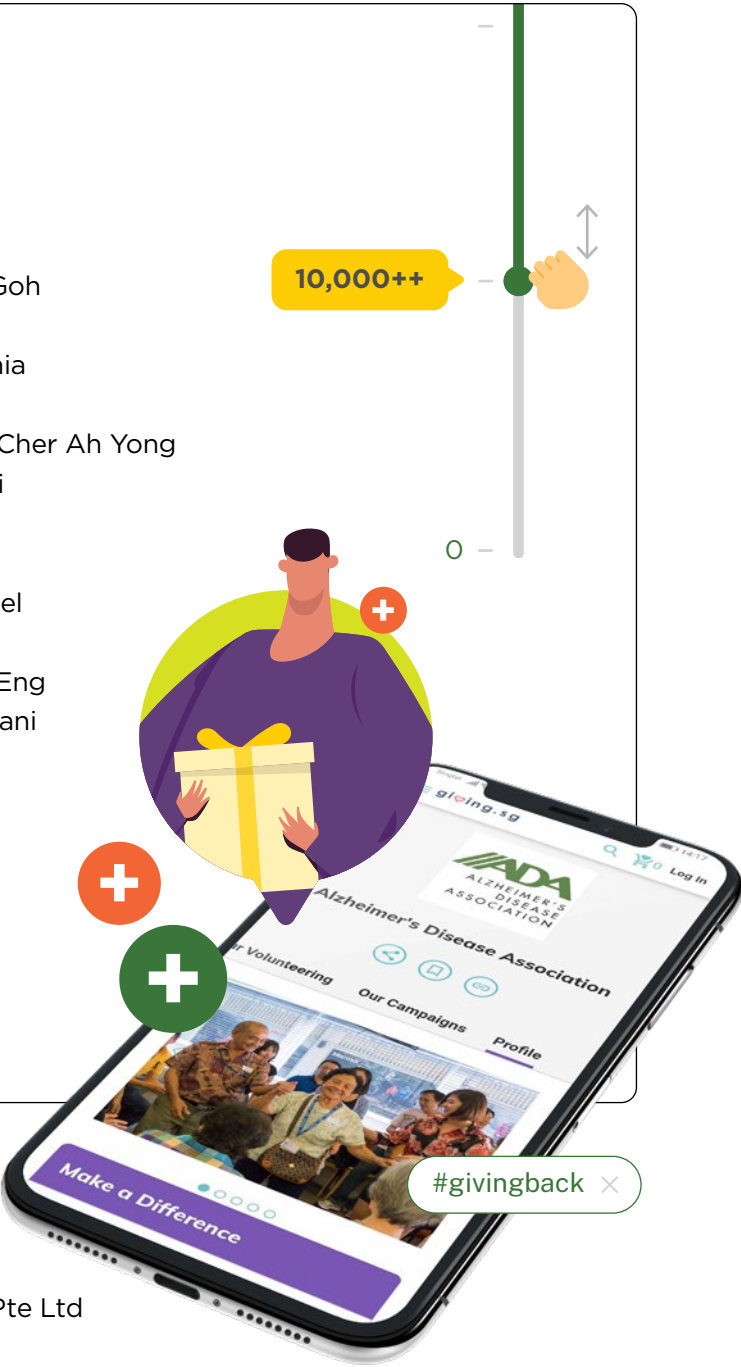
Amarjit Singh  
Ang Peng Chye  
Eunice Marie-anne Goh  
Hoo Hui Joo  
Hui May Yan Anthonia  
Janna-Vale Joethy  
In memory of Mdm Cher Ah Yong  
Joey Koh Ngiap Wei  
Lim Khia Tat  
Loi Chee Keong  
Mak Min-Theng Mabel  
Pang Sze Khai  
Stephen Chew Ban Eng  
Vinod Parsram Dadlani

## \$5,000 to \$9,999

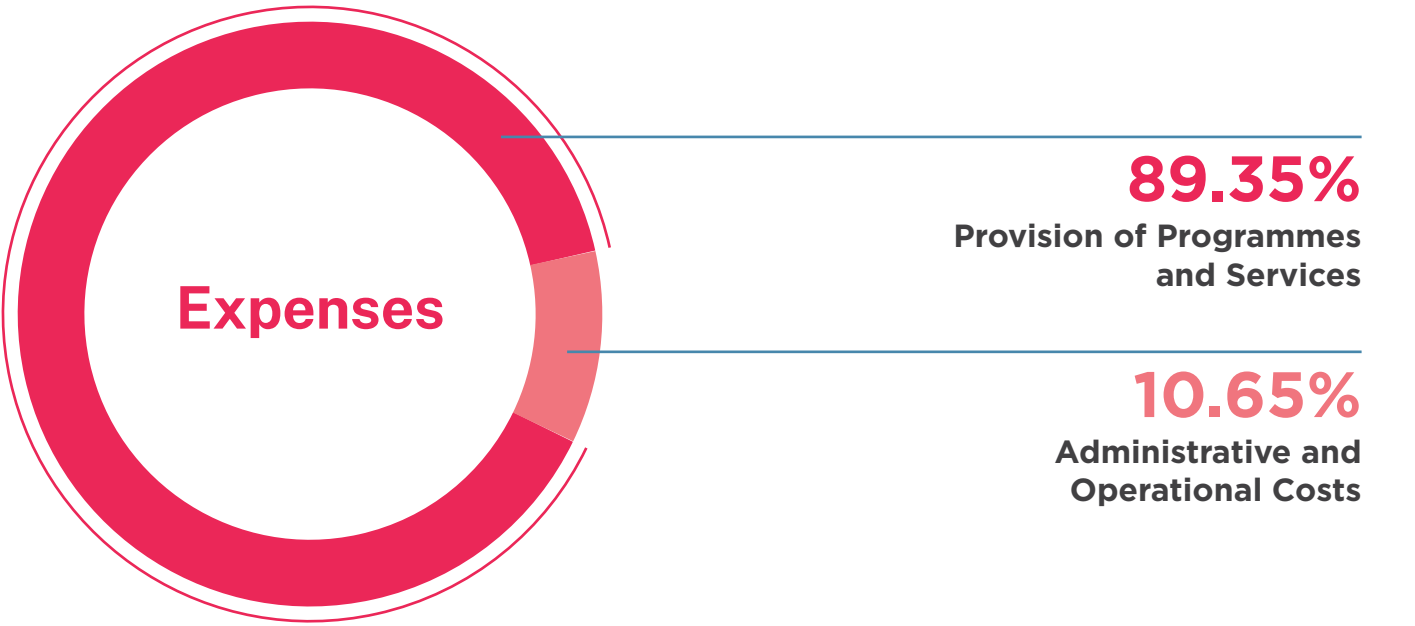
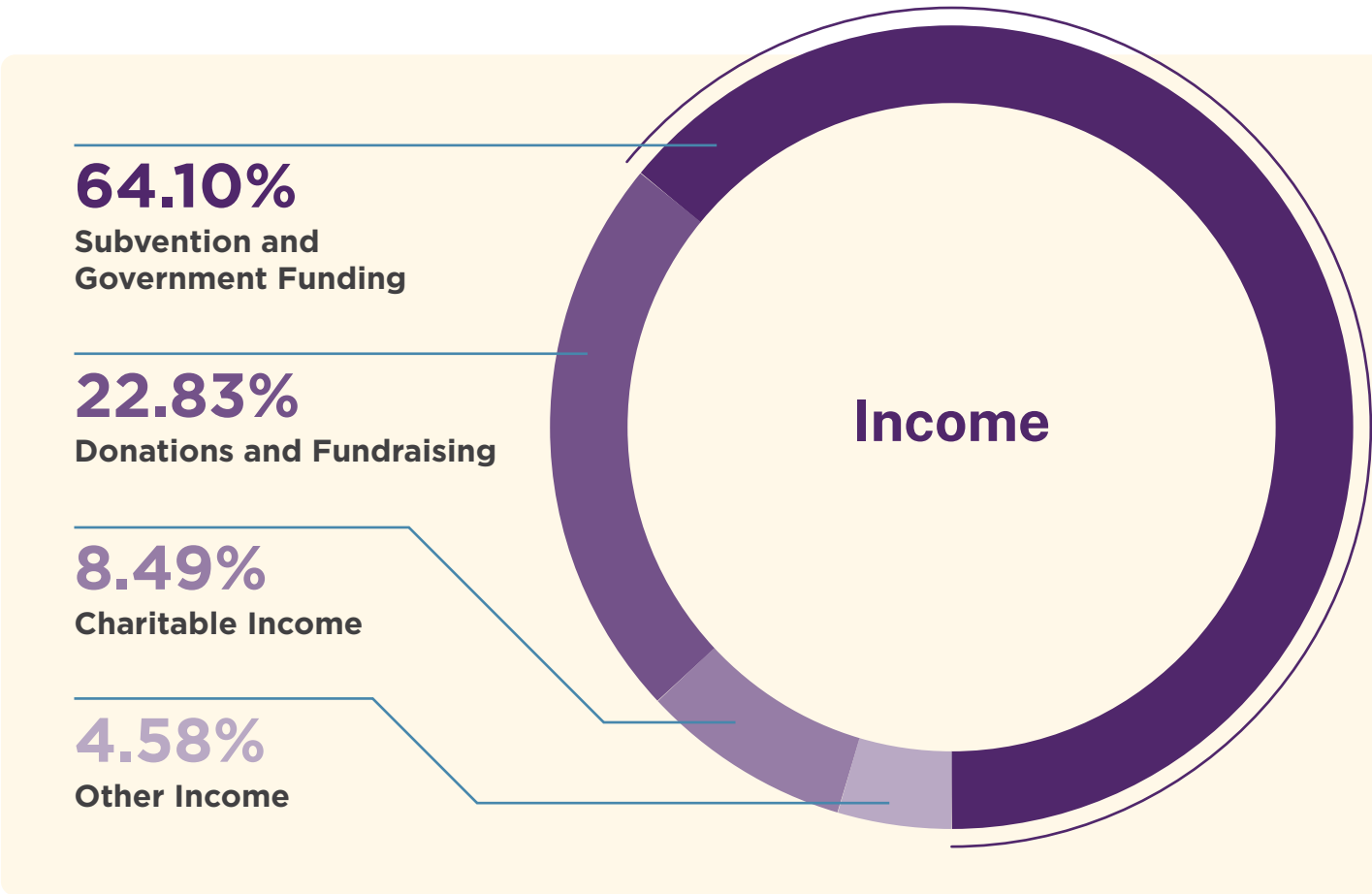
- Individual

Chiang Hui Wen  
Choo Chong Boo  
Chow Theng Koon  
Desmond Chin Kim Tham  
Eng Hsi Ko Peter  
Foo Bee Chyn  
Ho Meng Meng Lilian  
Low See Pong  
Wee Lynn Tze
- Corporate

Amber Electronics Pte Ltd  
FundApps Ltd  
HSK Investments Pte Ltd  
Thakral Realty (S) Pte Ltd



# Financial Year in Review





# Staffing & Governance

## Staff Strength

ADA staff strength increased from 148 to 158 as at 31 March 2021. In addition, there were 30 casual workers who provided Eldersit Respite Care Services in the homes of persons with dementia.

●●●

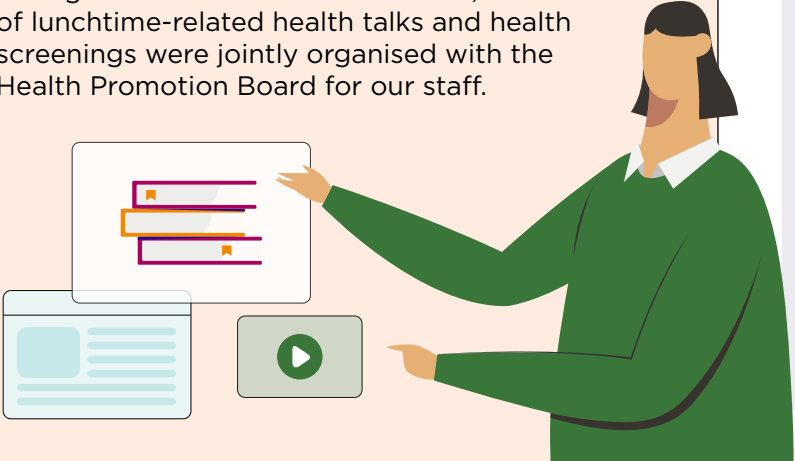
### People Development

ADA continues to support staff with the development of their skillsets for their career and on a personal level.

As part of staff development initiatives, there were a number of training programmes like the System Thinking for Innovation, IGNITE Programme and IMPACT Leadership Programme that were attended by the various levels of staff. Courses were designed to advance the skills, capabilities and confidence of management to drive positive change, make informed choices and to better understand complexities in a volatile environment.

To promote the Person-Centred Care philosophy, all new staff will also participate in training to enhance their dementia awareness and knowledge.

The physical health and mental well-being of our staff are of utmost importance, especially during this COVID-19 situation. Thus, a series of lunchtime-related health talks and health screenings were jointly organised with the Health Promotion Board for our staff.



## Long Service Staff

### 5 Years of Service

- Carol Lim  
CAREGIVER SUPPORT SERVICES
- Chua Sai Yong  
CAREGIVER SUPPORT SERVICES
- James Teo  
CAREGIVER SUPPORT SERVICES
- Lily Choo  
FAMILY OF WISDOM (BENDEMEER)
- Wong Ke Lee  
FINANCE
- Htu Lowm  
NEW HORIZON CENTRE (TOA PAYOH)
- Pearle Khoo  
NEW HORIZON CENTRE (TOA PAYOH)
- Lucy Lim  
NEW HORIZON CENTRE (TOA PAYOH)

### 10 Years of Service

- Jennifer Tay  
CAREGIVER SUPPORT SERVICES
- Ng Jek Mui  
CAREGIVER SUPPORT SERVICES
- Lin Ai Choo  
NEW HORIZON CENTRE (JURONG POINT)
- Maria Kung  
NEW HORIZON CENTRE (TOA PAYOH)

### 15 Years of Service


- June Khoo  
NEW HORIZON CENTRE (BUKIT BATOK)
- Kamala D/O Samy Michael Louis  
NEW HORIZON CENTRE (TAMPINES)


### 25 Years of Service


- Ramlah Bte Abd Majid  
NEW HORIZON CENTRE (BUKIT BATOK)


## Membership

Membership to the Association as at 31 March 2021 was 132.

LIFE MEMBER  
94 members

ASSOCIATE MEMBER  
6 members

ORDINARY MEMBER  
31 members

CORPORATE MEMBER  
1 member

### Corporate Information

REGISTERED NAME:  
Alzheimer's Disease Association

ROS REGISTERED NUMBER:  
142/90 WEL

DATE ESTABLISHED:  
31 Dec 1990

IPC REGISTRATION NUMBER:  
IPC 000304

IPC REGISTRATION DATE:  
3 Sep 1993

CHARITY REGISTRATION NUMBER:  
0902

CHARITY REGISTRATION DATE:  
21 Sep 1992

UEN NUMBER:  
S91SS0018J

CONSTITUTION:  
Society

REGISTERED ADDRESS:  
Blk 157 Toa Payoh Lorong 1,  
#01-1195,  
Singapore 310157

AUDITOR:  
KPMG LLP

## Corporate Governance

In compliance with the Code of Governance for Charities and Institutions of Public Character, ADA is required to disclose its reserves policy and annual remuneration of its key Executives.

As per ADA's policy for maintaining reserves, the funds are used for:

- The setting up of new programmes and services for persons with dementia;
- Funding the operations of ADA and existing daycare centres; and
- Funding new projects undertaken by ADA for the benefit of persons with dementia and their caregivers.

All surplus funds are only to be invested in fixed deposits with reputable banks.

For the year ended 31 March 2021, the three highest-paid executives with annual remuneration exceeding \$100,000 each (which include salaries, bonus and employer's Central Provident Fund contributions) were:

- \$100,000 to \$200,000: 2
- \$200,000 and above: 1

ADA discloses that there is no paid staff, being a family member of the President or a Management Committee member of the charity, who has received remuneration exceeding \$50,000 during the financial year.





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Singapore 339914  
☎ 6377 0700 @ info@dementia.org.sg  
🌐 dementia.org.sg

📺 📷 📱 📺 Find us @DementiaSingapore

