



**Bowling Association for the Disabled
(Singapore)**

National Disability Sports Association

**Civil Service Club, 60 Tessensohn Road
Singapore 217664**

Email: bads.ndsa@gmail.com

IPC No: 000730 UEN No: T10SS0077G

ANNUAL REPORT FOR THE PERIOD FROM 1 JANUARY TO 31 DECEMBER 2020

Address and Registration Number:

Unique Entity Number (UEN): T10SS0077G

IPC Number: 000730

IPC Status: 11 July 2021

Registered Address: 60 Tessensohn Road, CSC @ Tessensohn, Singapore 217664

Management Committee

Under the Association's Constitution, the administration of the Association is entrusted to a Management Committee. The composition of the Management Committee is as follows:

Appointment	Name	Appointment Date
President	Ms. Florence Khemlani	19 September 2020
Vice President	Mr. Tang Siew Hong	19 September 2020
Honorary Secretary	Mr. Phua Wee Seng	19 September 2020
Honorary Treasurer	Mr. Simon Yim Kok Meng	19 September 2020
Committee Members	Mr. Darren Khemlani	19 September 2020

Patron

Ms. Denise Phua

Honorary Advisor

Ms. Jessie Phua

Honorary Legal Advisor

Mr. Ganesh S Ramanathan

Official Banker

Development Bank of Singapore

External Auditor

A Garanzia LLP, Public Accountants and Chartered Accountants, Singapore

Governing Instrument

The governing instrument for BADS is its constitution.

OBJECTIVES OF BADS

Bowling Association for the Disabled (Singapore) (BADS) is an association registered with the Registry of Societies on 8 April 2010 with the mission to promote Tenpin Bowling to all people with impairment in Singapore and provide the development pathway for our members to represent Team Singapore in international competitions. BADS is the National Disability Sports Association (NDSA) affiliated with the Singapore Disability Sports Council (SDSC). We organize and coordinate major para-bowling competitions and activities in Singapore.

POLICIES

Finance and Funding

The Bowling Association for the Disabled (Singapore) is financially supported by donations from members, the public and grants from the Singapore Disability Sports Council.

Membership

The Bowling Association for the Disabled (Singapore) is open to bowlers with impairment. There are also other membership tiers for associations and friends of BADS.

REVIEW OF EVENTS 2020

Here is a list of the activities BADS had organised or participated in:

1) 3 February 2020

Chef de Mission Visit – Singapore Polytechnic Graduates' Guild, Singapore

Chef de Mission for ASEAN Para Games 2020 Manila visited the 13 Team Singapore bowlers.

2) 3 June – 5 July 2020

Elite and Development Training (Phase 1) – Zoom/Skype

Elite and Development teams commenced their trainings online via Zoom and Skype respectively for Phase 1 COVID-19 Safe Training.

3) 8 July – 8 August 2020

Elite and Development Training (Phase 2a) – Temasek Club, Singapore

Total of 16 bowlers from Elite and Development teams commenced their trainings onsite at Temasek Club for Phase 2a COVID-19 Safe Training.

4) 12 August – 30 December 2020

Elite and Development Training (Phase 2b) – Temasek Club, Singapore

Total of 25 bowlers from Elite and Development teams commenced their trainings onsite at Temasek Club for Phase 2b COVID-19 Safe Training.

5) 19 September 2020

BADS Annual General Meeting 2020, Zoom

BADS Annual General Meeting was held via Zoom.

PLANS AND GOALS FOR 2021

More than one year on, we are still in the midst of the COVID-19 pandemic and it is a key priority of governments around the world. We have also seen how the virus could mutate and pose challenging issues.

We must be prepared to adapt and live with the pandemic.

- a. We do not foresee any major international para-bowling competitions within this year or next year. However, this is a good opportunity for us to improve and raise our games so that when the competitions come back, we will be among the podium finishers.
- b. All our Elite and Development trainings have resumed and we will intensify our Elite trainings in line with the above objective outlined in (a).
- c. We will take this opportunity to reach out to the community to identify and recruit more bowlers.
- d. We will embark on suitable programs to build our Exco capability.
- e. We will also partner with NGOs to identify and recruit new Exco members as part of succession planning.
- f. We anticipate that it will be another challenging year to raise funds due to the poor economical climate, hence, we will be more financially prudent and disciplined.

For year 2021, BADS will continue to organize the staple of activities such as Bowling Clinics and Learn-To-Bowl (LTB) programs.

Respectfully Submitted,

Phua Wee Seng
Honorary Secretary

RESERVES POLICY TO BE DISCLOSED IN ANNUAL REPORT

Our reserves position:

	Current Year	Previous Year	% Increase / (Decrease)
Unrestricted Funds (Reserves)	\$123,779	\$121,218	2.11%
Restricted / Designated Funds:			
- Building Fund	\$0	\$0	
- Education Fund	\$0	\$0	
- Others	\$0	\$0	
Endowment Funds	\$0	\$0	
Total Funds	\$123,779	\$121,218	
Annual Operating Expenditure	\$90,488	\$117,823	
Ratio of Reserves to Annual Operating Expenditure	1.37	1.03	33.01%

We intend to maintain our reserves at a level, which is at least equivalent to **\$100,000** (a set range, amount or manner of calculation, with justification/reasons). This targeted minimum amount of reserves is designed to last BADS through **18 months** of operations. It is our target to achieve 1.5 Ratio of Reserves to Annual Operating Expenditure. The reserves are to be used to finance the following operations and activities:

- a) Leagues organised by BADS
- b) Learn-To-Bowl programs (booking of bowling lanes, logistics, coaching fees)
- c) Cost of sending BADS officials to overseas competitions not covered by SDSC.
- d) Additional training sessions (if required) that are not covered by SDSC.
- e) Annual General Meetings, Exco Meetings and gatherings.
- f) Salaries and allowances of staff
- g) Office rentals

The Board regularly reviews the amount of reserves that are required to ensure that they are adequate to fulfil our continuing obligations.

REVIEW OF FINANCIAL STATE AND EXPLANATION OF MAJOR FINANCIAL TRANSACTIONS

As of end Financial Year 2020, the Association was able to maintain a healthy cash balance of \$123,779.00.

There was no extra ordinary expenditure for FY 2020.

The Association received donations amounting to \$45,282.

NO FUNDS (HELD BY) ARE IN DEFICIT

The Association has no funds, or funds held by BADS, that are in deficit.

FUND-RAISING AND EXPENDITURE PLANS OF THE ORGANISATION FOR THE FOLLOWING FINANCIAL YEAR (i.e. 2021)

No Fund-raising activity is planned for financial year 2021 due to COVID-19 pandemic.

DISCLOSURE AND TRANSPARANCY

POLICY RELATING TO MANAGEMENT AND AVOIDANCE OF CONFLICTS OF INTEREST

Exco/MC members are expected to avoid actual and perceived conflicts of interest. Where Exco/MC members have personal interest in business transactions or contracts that the Bowling Association for the Disabled (Singapore) may enter into, or have vested interest in other organisations that the Bowling Association for the Disabled (Singapore) have dealings with or is considering to enter into joint ventures with, they are expected to declare such interests to the Exco as soon as possible and abstain from discussion and decision-making on the matter. Where such conflicts exist, the Exco/MC will evaluate whether any potential conflicts of interest will affect the continuing independence of Exco/MC members and whether it is appropriate for the Exco/MC member to continue to remain on the Exco/MC.

Appointment	Name	Remarks
President	Florence Khemlani	Singapore Bowling Federation, Council Member Darren Khemlani, Son Idea Oasis - Jason Khemlani, Son
Vice President	Tang Siew Hong	N/A
Honorary Secretary	Phua Wee Seng	N/A
Honorary Treasurer	Simon Yim Kok Meng	N/A
Committee Member	Darren Khemlani	Florence Khemlani, Mother Idea Oasis - Jason Khemlani, Brother

RELATED ENTITIES

The Association disclosed that it has **no** related entities associated with BADS.

OCCUPATION OF CURRENT GOVERNING EXCO/MC MEMBERS

Appointment	Name	Occupation
President	Florence Khemlani	Business Owner
Vice President	Tang Siew Hong	Project Manager
Honorary Secretary	Phua Wee Seng	Business Owner
Honorary Treasurer	Simon Yim Kok Meng	Operation Manager
Committee Member	Darren Khemlani	Executive

REASONS FOR RETAINING EXCO/MC MEMBER(S) FOR MORE THAN 10 CONSECUTIVE YEARS

The Association discloses that there are **no** Exco/MC members who have served for more than 10 consecutive years.

Appointment	Name	1 st Appointment Date	Previous Appointment	Years of Service
President	Florence Khemlani	2 June 2012	Vice President (2012 – 2014) President (2014 – Present)	9 years
Vice President	Tang Siew Hong	28 June 2014	Assistance Treasurer (2014 – 2018) Honorary Treasurer (2018 – 2020) Vice President (2020 – Present)	7 years
Honorary Secretary	Phua Wee Seng	15 June 2019	N/A	2 years
Honorary Treasurer	Simon Yim Kok Meng	2 June 2012	Honorary Secretary (2012 – 2016) Assistance Secretary (2016 – 2018) Vice President (2018 – 2020) Honorary Treasurer (2020 – Present)	9 years
Committee Member	Darren Khemlani	28 June 2014	N/A	7 years

TOTAL ANNUAL REMUNERATION

The Association discloses that **none** of its staff receives more than \$100,000 in annual remuneration.

NUMBER OF PAID STAFF RELATED TO EXECUTIVE HEAD / GOVERNING EXCO/MC MEMBER

The Association discloses that there is **no** paid staff who are close members of the family of the Executive Head or Exco/MC Member, who receives more than \$50,000 during the year.

MANAGEMENT COMMITTEE MEETING ATTENDANCE

Name	Appointment	18 February 2020	9 July 2020	31 August 2020	13 October 2020	18 November 2020	8 December 2020
Florence Khemlani	President	Present	Present	Present	Present	Present	Present
Simon Yim Kok Meng	Vice President (15 June 2019 – 19 September 2020) Honorary Treasurer (19 September 2020 – Present)	Present	Present	Present	Present	Present	Present
Phua Wee Seng	Honorary Secretary	Family Commitment	Present	Present	Present	Present	Present
Tang Siew Hong	Honorary Treasurer (15 June 2019 – 19 September 2020) Vice President (19 September 2020 – Present)	Present	Present	Present	Present	Present	Present
Darren Khemlani	Committee Member	Present	Present	Present	Work Commitment	Present	Present