

**SINGAPORE ICE SKATING ASSOCIATION**  
**Annual Report for Year Ended 31 March 2021**

The Singapore Ice Skating Association was registered on 11/12/1998 as a society. On 31/12/2010, it was registered as a charity under the Charities Act Chapter 37.

Unique Entity Number (UEN) : S98SS0168E

Registered Address : 3 Stadium Drive, #01-33 Singapore 397630

**Governing Board Members/Management Committee**

Under the Association's Constitution, the administration of the Association is entrusted to an Executive Committee. The incumbent Executive Committee members will serve till 31/09/2021 when elections of office bearers for a fresh term will take place. Each term will last 1 year. The composition of the Executive Committee is as follows:

<b>Designation</b>	President	Vice President	Honorary Secretary	Honorary Treasurer	Committee Member
<b>Name</b>	Alison Chan	Michael Loke	Alicia Tan	Gina Sim	Hilda Cheung
<b>Date of Appointment</b>	30 September 2020	30 September 2020	30 September 2020	30 September 2020	30 September 2020
<b>Occupation</b>	Manager	Lecturer	Director	Vice President	Program Manager
<b>Date of 1<sup>st</sup> appointment</b>	2005	2020	2017	2019	2020

*None of the above governing board member have served for more than 10 consecutive years.*

Internal Auditor:	N.A
Banker:	United Overseas Bank Limited
Auditor:	S B Tan Audit PAC
Investment Adviser(s):	N.A
Honorary Life President:	Mrs Sonja Chong
Other Adviser(s):	Dr. Helen Chai Mr. Keith Han (Legal) Dr. Roger Tian (Medical) Ms. Yang Yang (A) (Short Track) Mrs. Lisa Jelinek (Figure Skating)
Related Entities:	Sport Singapore Singapore National Olympic Council International Skating Union Asian Skating Union

## **OBJECTIVE**

Since SISA's inception in 1988, incremental progress has been made in meeting our Constitutional and Mission objectives. This includes the provision of recreational and competitive programmes, the charting of athlete development pathways and the organization of local and international competitions. To complement these activities, SISA also organizes seminars and clinics for all levels of skaters, coaches and officials.

## **GOVERNING INSTRUMENT**

The governing instrument for Singapore Ice Skating Association is its Constitution

## **GOVERNANCE EVALUATION CHECKLIST**

As an Institution of a Public Character (IPC), the SISA had duly submitted the Online Evaluation Checklist (for the period from 1 Apr 20 to 31 Mar 21) at the Charity Portal. The Period of Approved IPC status granted to SISA is from 1 January 2021 to 31 December 2023.

## **POLICIES**

### **Finance & funding**

The Charity's principal funding sources are and are financially supported by membership, events and programs, government grants, international federation grants and donations from members.

### **Memberships**

The Charity is open to the public for participation in its activities in helping the growth of ice-skating in Singapore. Competitions, seminars and courses are also conducted for the members in pursuing of the objective of the Charity.

As at 31 March 2021, there were 345 SISA individual members and 9 affiliated clubs.

### **Ordinary Members**

1. Champions Ice Skating Club
2. Edge Ice Skating Club
3. Ice Angels (Friends of Ice Skating)
4. Island Ice Figure Skating Club
5. Snow Leopard Speed Skating Club
6. Tropical Blades Ice Skating Club
7. 111.12m Club

### **Associate Members**

1. Artistry of Movement
2. Blue Cantabile Ice Skating Club

### **Affiliation Fees**

Club Ordinary Member - \$80  
Club Associate Member - \$30  
Individual Member - \$45

## **REVIEW OF YEAR 2020**

Globally, significant disruptions and many challenges were faced in the last 16 months, following the outbreak of Covid19. In an attempt to bring back some semblance of normalcy into the lives of Singaporeans, SISA had taken pro-active steps to resume sporting activities as much as possible – including the organisation of courses, a time trial and local and home-based training for our national skaters.

On 27 Nov 2020, a Short Track Online Technical Seminar was organised by our local ISU/International listed Referee and Starter as well as an invited guest from China, Ms Shen Ling, ISU Competitor Steward. The seminar covered information for the season which includes updates on preparation of ISU season 2021/2021 and the COVID-19 situation as well as updated guidelines on racing rules.

On 3 Dec 2020, SISA organised a Short Track Time Trial despite ISU's decision to move away from accepting performances achieved at locally organised time trials for the purpose of qualification to major competitions. The intent behind the time trial was two pronged viz. as an opportunity to gauge our skaters' performance standing after a long lay-off and, as way of identifying and selection new skaters into the National and National Development squads. While movement out of Singapore was restricted, SISA had also adapted our training programmes to also enable our elite high-performance athletes to continue to train in Singapore.

Through our organisation of virtual workshops, SISA had intended for officials and coaches to continue to be able to develop their technical competencies. Towards this end, SISA organised a Figure Skating SG-Coach Level 1 Technical Course between 5 and 8 Oct 2020. Of the six participants, two were existing coaches who attended the course in order to update their technical competencies and knowledge while one other attended the course to have an overview of the technicalities involved in figure skating coaching. On 12 Dec 2020, a "Get To Know About Synchronised Skating" virtual workshop was organised and, with the involvement of 14 participants. The ISU appointed Ms Daria Kobazeva, an ISU Technical Specialist for Synchronised Skating from Russia, as the workshop facilitator.

Our top skaters' performances were also acknowledged and duly rewarded. Trevor Tan (short track speed skating) has been awarded a 2-year Sports Excellence Scholarship (spexScholarship) with the Singapore Sports Institute (SSI). Our first spexScholar for a winter sport.

The spexScholarship provides an enhanced level of support for athletes within the HPS pathway. This includes financial and programme support to prepare athletes to excel at the Major Games at Asian and World levels.

Xu Jing Feng (short track speed skating), received the ISU Junior Scholarship having had fulfil the eligibility criteria of:

- a. being in the Junior age category (reference to ISU General Regulations, Rule 108).
- b. having had participated in international competitions and with a goal of competing or already competing at the ISU World Junior Championship level.
- c. Requiring financial assistance to fulfil their maximum potential.

This is an ISU Development Programme and the scholarship was meant for ISU member nation which lacked the necessary resources to provide adequate opportunities for specially identified skaters to develop and attain international standing.

On the local front, Jing Feng and the following four other skaters were recipients of the Singapore Olympic Foundation (SOF) - Peter Lim Scholarship:

#### **Under 18 High Performance Category**

- Pagiel Sng, Figure Skating
- Xu Jing Feng, Short Track Speed Skating
- Zen Koh, Short Track Speed Skating (first time recipient)

#### **Primary School Category**

- Lin Jiayuxin, Figure Skating (first time recipient)

#### **Tertiary Institution Category**

- Chloe Ing, Figure Skating (first time recipient)

From a high-performance perspective, the year 2020 was not ideal for our skaters as overseas competitions were cancelled and local training and competition opportunities were limited. SISA will continue to actively and progressively resume activities while at the same time, adhering to safe management measures when doing so.

## **FUNDRAISING EVENT AND ACTIVITY**

There were no fundraising events organised for the year.

## **REVIEW OF FINANCIAL STATE AND EXPLANATION OF MAJOR FINANCIAL TRANSACTIONS**

The audited financial statements for the year ended 31/03/2021 are enclosed.

## **REVIEW AND CHANGES IN THE POLICY**

The Constitution of the Charity has not been amended.

## **EXPLANATION OF THE PURPOSES FOR WHICH THE CHARITY'S ASSETS ARE HELD**

The charity's assets are mainly IT equipment for the purpose of judging and officiating of local, national and international competitions.

## **FUTURE PLANS AND COMMITMENTS**

Despite the irregular COVID-19 cases and situation, we continue to plan ahead. Key initiatives include:

- Restructuring of ice cost and added ice sessions for the High-Performance athletes.
- An integrated coaching program for both disciplines.
- Development of local officials and coaches.
- A relook at the SkateStar program and potential academy for Pathway development.
- To work toward maintaining our SEA Games gold medal in 2025, Thailand.

## RESERVES POLICY

	Current Year	Previous Year	% Increase / (Decrease)
<b>Unrestricted Funds (Reserves)</b>	<b>89,101</b>	<b>(804)</b>	<b>11182</b>
<b>Restricted / Designated Funds:</b>			
ISU World Development Trophy	17,751	17,751	-
SISA Short Track Speed	9,115	8,715	4.58
SISA Figure Skating (single)	2,922	2,622	11.44
One Team Singapore	1,500	1,400	7.14
<b>Total Funds<sup>1</sup></b>	<b>120,389</b>	<b>29,684</b>	<b>305.56</b>
<b>Ratio of Reserves<sup>2</sup> to Annual Operating Expenditure<sup>3</sup></b>	<b>0.18</b>	<b>(0.00)</b>	

The reserves of the Association provide financial stability and the means for the development of the Association's activities. The Association intends to maintain the reserves at a level sufficient for its operating needs. The Executive Committee Members reviews the level of reserves quarterly for the Association's continuing obligations.

Managing the reserves:

Utilising the reserves for athletes to perform better by training in the rink and to travel to regional tournaments to compete on their sports. We will monitor the actual inflows and outflows of the expense flow, looking for variances from our projections and taking action to ensure will have enough funds to meet expenses.

Growing our reserves:

With major events placed on hold due to COVID-19, it was apparent that hosting of events are our source of revenue in order to grow the reserves. With the uncertainties, we will continue to spend cautiously and to work out a win-win ice pricing model which will help grow the reserves but at the same time allow the athletes to train at a reasonable rate with increase timing.

<sup>1</sup> Total funds include unrestricted, restricted, designated and endowment funds.

<sup>2</sup> Unrestricted Funds.

<sup>3</sup> Charitable Activities and Other Operating and Administration Expenses.

## DISCLOSURES

Number of board meeting in the financial year and attendance of every governing board member at those meetings:

5 October 2020	All in attendance
5 November 2020	All in attendance except Alison Chan
4 February 2021	All in attendance
4 March 2021	All in attendance
6 May 2021	All in attendance
3 June 2021	All in attendance

No governing board member is remunerated.

### NAME AND APPOINTMENT DATE OF CEO OR EQUIVALENT

The association does not have a CEO.

The Secretariat of the Singapore Ice Skating Association is headed by Ms Elly Tan, the General Manager, who was appointed on 1 May 2018.

As at 31 March 2021, there are 4 full time staff (Elly Tan, Mahipal Singh, Lynn Tan and Short Track National Coach Zhao Yanzhi) employed by the Charity.

### Employee Remuneration

Number of top 3 staff in the remuneration bands:

	2021	2020
\$50,000 - \$100,000	2	2
Less than \$50,000	1	1

	2021	2020
	\$	\$
Top key management's annual remuneration (including CPF and bonuses)	103,285	118,630
Top 3 staff annual remuneration (including CPF and bonuses)	161,185	163,830

No paid staff:

- serve as a governing board member
- are a close member of the family belonging to the executive head or governing board member
- receive more than \$100,000 each annual remuneration

## **WHISTLE BLOWING POLICY**

The association implemented the Whistle Blowing Policy as of 12 May 2020. The policy was circulated to the members and posted on the official website on 17 June 2020.

## **AVOIDANCE OF CONFLICT OF INTEREST**

The Executive Committee Members are expected to avoid actual and perceived conflicts of interest. Where Executive Committee members have personal interest in business transactions or contracts that any member may enter into, or have vested interest in other organizations that the member has dealings with or is considering to enter into joint ventures with, he/she is expected to declare such interest to the Executive Committee as soon as possible and abstain from discussion and decision-making on the matter. Where such conflicts exist, the Executive Committee will evaluate whether any potential conflicts of interest will affect the continuing independence of the Executive Committee members and whether it is appropriate for the Executive Committee Member to continue to remain on the Executive Committee.

The above constitutes the Annual Report of the Singapore Ice Skating Association.

Prepared for the Association as at 31 March 2021.



Alison Chan  
President



Alicia Tan  
Hon Secretary



Gina Sim  
Hon Treasurer