

ANNUAL REPORT FY 2018/19

BECAUSE OUR DREAMS MATTER

Beautiful
People

Because our dreams matter

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Chairman's Message

By Melissa Kwee

One of my dreams is for Beautiful People to be led by both mentors and mentees themselves. The ultimate outcome we are looking for is volunteers who are so deeply enriched and changed into a higher version of themselves by the experience of mentoring, and mentees whose lives are likewise transformed and they are lavish givers and vessels of wisdom raising others. Together, we face the challenges life brings, as well as rejoice in the many blessings life offers. Most of all, we give thanks for the gift of one another in our lives. As a leader and co-founder, I believe my job is to work myself out of a job. I will have succeeded when I am no longer vital to the continuity, growth and dynamism. I think we are close.

This year, we celebrate the impact we have made. Impact is often hard to quantify and certainly rarely over a short period of time. But perhaps we can now reflect as we have been around for over a decade and the mentees we first met as teens are now mothers, homeowners, responsible working adults and community members. Our impact is not so much wide as it is deep. We are different from most organisations which run on quantitative KPIs and run annual programmes. We focus on qualitative impact and journeying together through life. When we began, we didn't have any real KPIs other than the idea that we knew we had to be 'cool' enough and non-judgemental so that our mentees to want to be with us. We knew we had to work hard to earn their trust and demonstrate we were not just another person who was going to walk in and walk out on them. If I reflect, our KPI later evolved to "be the person who makes such a difference that you will be invited to your mentee's wedding." That isn't a number but a desired state to work towards. When a few of us attended our first wedding at a bustling void deck, we pinched ourselves, rejoiced and knew we probably needed to set new KPIs for ourselves. As we followed the girls through life, it became the goal of



being there to help them raise their families and teach their kids to read and to have other good habits that they never learned as children. Sometimes parents need parenting. We all need help and we can each do what we can to ask for, give and receive what we need.

Impact takes time. Goals aren't always crystal clear at the beginning and much makes sense in retrospect. I think the most important thing is being clear about the true north and continuously seeking to return there and question how we can be more true to this purpose. For us, that is knowing that we are one family where everyone's dreams are important. It is about knowing that we find ourselves when we love others and are loved and held in this wonderfully diverse extended family. Our approach to volunteering isn't about programmes. Our approach is about deepening relationships, practising self-care and always growing and learning through every experience. It is about a lifelong journey together and everyone is welcome. We may take breaks for certain years or seasons, but once in, everyone is always welcomed back as and when more time or opportunity allows. Life is long. And as we say, it's all good news in the end. If it isn't good news, it's not the end. May we always be encouraged by the hope of a better tomorrow because we can choose to be part of making it so.

With love always,

A handwritten signature in white ink that reads "Melissa". The signature is fluid and cursive, matching the name in the text above it.

Why We Exist

Our mentors and mentees journey together in an adventure of highs, lows and turning points, where we discover our true unique selves and honour one another's gifts and dreams.

Our Vision

Beautiful People is a strong believer in the power of dreams. Our dream is to create a world in which we are "One loving family: Every dream a possibility".

Beautiful People came together as a community because we believe in building mentoring relationships that empower and transform lives.

Our Mission

To be a platform for building mentoring relationships that change lives.

As a community-based organisation, Beautiful People is uniquely positioned to bridge the transitional gap when our mentees are discharged from the prison or residential rehabilitation homes, a time when our mentees typically need the most support.

Our Programmes

My Beautiful Life

Girl Power. Our very first flagship programme, My Beautiful Life is an intensive mentoring programme for girls that takes place over the course of a year. Through My Beautiful Life, we aim to empower Little Sisters with the life-skills and relationships to help them navigate life directions.

■ Our Partners

Dayspring Residential Treatment Centre, Darul Ihsan Orphanage, Gracehaven, Pertapis Centre for Women and Girls, Singapore Girls' Home and The Tent

■ Number of Mentees in 2018

67

Dream Fund

Investing in dreams. The Dream Fund is dedicated to supporting our mentees' educational pursuits that will bring them closer to achieving their dreams and independence. The recipients of this scholarship are encouraged to 'pay it forward', either through contribution back to the fund or through their involvement and service to Beautiful People and the community.

In 2018, we are proud to announce the graduation of two of our beneficiaries, Hannah in Advanced Diploma in Counselling Psychology and, Lindsay in Diploma in Hospitality and Tourism.

We also secured a three-year support from Changi Foundation from 2018 for our Dream Fund. Named the "Take Flight Programme", it currently provides for eight girls who are studying for their secondary education and ITE courses.

■ Number of Mentees in 2018

10

Heroes' Journey

From boys to courageous men. Heroes' Journey is the brother programme to My Beautiful Life. We celebrate the ordinary everyday heroes who are the mentors and mentees, growing together in an extraordinary journey of challenging their own limits.

■ Our Partner

Gracehaven

■ Number of Mentees in 2018

7

Free For Good

Exploring the idea of freedom within and without.

Free For Good is a pre- and post-discharge programme in Changi Women's Prison that supports inmates in integrating back into society and to stay strong and out of prison. Starting 2018, potential mentees from the first Free for Good Programme are being trained to take on leadership roles in the after-care of newly-discharged mentees. The ambition is for these leaders to eventually 'return' to Prison as volunteer mentors and to run the Programme.

■ Our Partner

Changi Women's Prison

■ Number of Mentees in 2018

35

Our Programmes

Families For Families

Mentor mums support younger families in various aspects of the parenting journey in Families for Families (FfF). Our strongest element continues to be our 24/7 WhatsApp support group which allows the mentees to ask questions and request assistance as and when required. What has been gratifying is seeing our younger mums stepping up to become mentors for newer parents, sharing their experience and skills learnt.

In the augural 'Flying Start' Celebration Party, three of our mentee mums received WOW Awards for overcoming obstacles and becoming role models. This shows how much our mentorship programme has grown and evolved when our young mentees are seen as mentors themselves.

■ Number of Families in 2018

22

Little Giant Steps @ Big Love

This year Beautiful People partnered with Big Love Child Protection Specialist Centre to mentor girls aged 7 to 11 years old who have experienced some form of abuse at home. Over the course of several weeks, we created learning opportunities that were focused on the five senses because as human beings we experience and interpret the world through our senses. The girls participated in activities that were grounded in each of the five senses, and which required them to show courage, determination, kindness, teamwork and values necessary for healthy growth and development.

To help our mentors bond with their mentees we organized home visits, monthly activities as well as a camp. The camp was the highlight of the year because it enabled the mentors to build stronger relationships with the girls through many shared experiences.

■ Number of Mentees in 2018

10

Young Leaders

Growing Leaders. Upon graduating from the mentoring programme, mentees can apply to become Young Leaders, who are entrusted with responsibilities ranging from co-designing and facilitating in the mentoring programme for their juniors, to organising large-scale family events.

■ Number of Mentees in 2018

16

Little Giant Steps @ Gracehaven

From our mentoring work with youth we know that some of them have 'graduated' from children's homes, hence we believe that the earlier the intervention the better. By supporting the children in their impressionable growing up years we can help them to develop a healthy self-worth and enable them to ease into their teenage years. The volunteer mentors organized monthly activities with the children to bond with them and also to help them build on their strengths and self confidence.

This Programme allows people to pair up and do volunteer work together in a meaningful way. For example, an adult mentor could pair with a youth mentee, a husband and wife team, or family members. Each pair will support one another in mentoring one child.

In December 2018, we combined the children from the Little Giant Steps Programme at Gracehaven and Big Love together with the youth from The Tent and went on a discovery trip to Pulau Ubin. The 'adventures' there helped the children and youth to come together to learn and work as a team to overcome various obstacles.

■ Number of Mentees in 2018

7

Our Reach

MENTORED
442
MENTEES
SINCE 2006

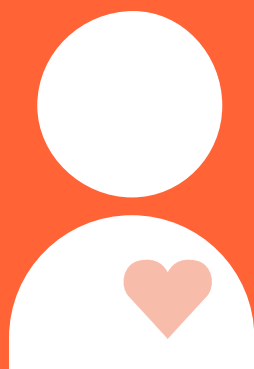
TO DATE
296
MENTEES
STILL IN TOUCH
WITH MENTORS

MENTEES



6 in 10

Mentees are still in contact with their mentors even after graduating from the programme



Reached out to

174

Mentees in
2018/2019



Of mentees expressed that they have benefitted from the mentoring

MENTORS



Nearly

1 in 3

is a long term volunteer who served 3 years or more

More than

186

active volunteers



92% learned more about self and what they want after joining Beautiful People



More than

7 in 10

are regular volunteers who serve more than 36 hours a year

Our Impact

Hannah's Journey

From Little Sister to Young Leader to Big Sister

Opening speech delivered at Flying Start 2018



Hannah

Many people here have known me since I was 14 years old at AG Home. That was like 11 years ago – time really flies. I left the hostel and just like any other youth, I enjoyed freedom. Like don't care about work and the future. I quit ITE. Just do what I want even if it's illegal.

It took 2 years for me to realise there is more to life. Why was I putting myself in the cycle of getting high and then getting bankrupt? Yes, I mean bankrupt with \$0 and going around borrowing money. That was my rock bottom. Feeling lost, I decided to take a bold step to go back to school because I realised without education, I will be stuck in a cafe/restaurant/retail forever and not earning enough for a living. I didn't want to suffer in the cycle of worrying about money. So, I returned to ITE to complete my accountancy studies, which I had given up halfway.

Those 2 years weren't easy but I found something even more fulfilling when I strove to do well, leading a life full of learning opportunities and getting involved in different kinds of community volunteering. Such as Ace project as a project leader for children in partnership with Sunbeam Place, Youthcorp Project with Beyond Social Services, and even being offered the opportunity to be team leader for a China exchange program. I realised how much I really enjoyed doing things that bring joy to the less fortunate. I was then invited to go back AG Home as a Young Leader. It was inspiring to see the Big Sisters being so supportive of their mentees, just like how my Big Sister supports me even now when I've become a mentor. I now have a chance to support other mentees just like so many Big Sisters supported me when I was one of the difficult to handle girls. This experience helps me

to truly understand what it means to pay-it-forward. When I was vulnerable, Beautiful People was my positive support pillar that kept me going. Now I'm a Big Sister. I've always wanted to be one – this shows how the other Big Sisters have inspired me! I spent about 4 years as a Young Leader. I learnt how to handle difficult situations, how to be alert and sensitive in case of any sudden outburst or breakdown. Many of them have grown up but they still contact me for advice and I feel so happy to see them doing well. It is very fulfilling to be a changemaker, to be there giving mentees the hope they need, believing that life will get better.

From these experiences, I have grown and changed because I found my passion in being a social worker. From drug addict, tattoo addict (as my Big Sister used to joke!), chimney that smoked 2 packs a day and even school dropout to becoming a social worker. I have a big dream to help abused and abandoned children and youth. I have even served overseas teaching life skills and English in East Timor and Thailand. I call this my meaningful holidays as I prefer to spend my savings serving the poor. I do what I can with the best of my abilities to help others in need. I believe that if we don't bother about the less fortunate, then who will bother about them. I got onto the National Youth Council, Young Changemaker to curate a project to serve the communities and am currently a Youth advisory for the National Committee of Prevention, Rehabilitation and Recidivism.

How did I come so far? I still can't believe it. It's hard. Many of you may say 'I don't think I can make it' – that was me 10 years ago. The easy escape is to dwell in

depression and keep saying 'I can't', 'my mind is messing me up' and 'I have no control'. At my lowest point in life, I realised I was aimless without a goal. I knew I needed to change my circle of friends to one that gave me positive energy believing that life will get better.

We are shaped by our thoughts. We become what we think, and if we think we can't, then we will never make it. To what? Make it to discover our dreams, make it to fulfill our dreams. It is not enough to have a good attitude. We still need support and we have our mentors. Now that I've discovered this, I'm determined to continue paying it forward to see more mentees becoming mentors!

To fulfill my dreams, I have to hang in there and I'm one step closer when I completed my Advanced Diploma in Counselling Psychology this year. Next step, is to take my Degree in Social Work.

Every Dream is a Possibility. All it takes is one step at a time. Just hang in there. Who knows? You may turn out well, just like me!

Our Impact

Flying Start - by Young Leaders



Young Leaders celebrate a year-long journey with Flying Start

Over the years, the Young Leaders team has grown in strength and expanded in capacity. Working together in a team, mentors and Young Leaders – mentees who have stepped up to take on leadership roles – bring two key Beautiful People events to life: Family Day and Graduation. The team collaborates effectively, from the initial conceptualisation, to actual planning, to event marketing and to successful execution. Every step in the process is an opportunity for growth and learning, for both Young Leaders and mentors.

This year, the Young Leaders team launched Flying Start – the celebration of a year-long journey together as well as the graduation ceremony of our flagship mentoring programmes: My Beautiful Life and Heroes' Journey. It was a joyous party and ceremony for the family, and a first of many to come!

Testimonials

Valedictorians at Flying Start

“I did not expect much but throughout these five years, I have grown with Beautiful People and learnt a lot. One of my greatest achievements is experiencing care from others and in turn, I learn how to love others. My best memory with Beautiful People would be the annual camp that not only allowed me to bond more with my little sisters but also know more about my big sisters. All in all, Beautiful People is the family I never had.”

- Little Sister, My Beautiful Life mentoring programme

“Intangible experience, it gave us hope when the society turned against us. Beautiful People is not just any ordinary mentoring program. It develops the self into a future leader of the next generation. I hope that I will be the chosen one to become the next batch of Young Leaders of 2019 as I would love to have the experience of leading the next batch of little sisters.”

- Little Sister, My Beautiful Life mentoring programme

“Being a part of this family has taught me so many life lessons. Things like being responsible, realising the effect of our words, recognising our priorities, being independent and managing my emotions better. I have become more confident and positive.”

- Little Sister, My Beautiful Life mentoring programme

Our Impact

A Leap Of Faith ... Together

Sheila & Ashley
A Mentee's Perspective



Sheila and Ashley with Sheila's 3 children!

What for? Why does she have to be in my life? Why do we need mentors? These were the questions running through the mind of young Sheila, now a wonderful mother of three.

Sheila and Ashley have not had the most smooth-sailing relationship. In the beginning, they often argued. Like a mother hen, Ashley was concerned over the then-teenage Sheila, who often found Ashley naggy. She even requested to change to a more gentle and soft-spoken mentor. However, something felt amiss. Eventually, she missed Ashley.

After her discharge from Pertapis Centre For Women & Girls, Sheila blocked Ashley on all social media platforms, not wanting any contact. But Ashley never gave up on their relationship. One and half years later, Sheila reconnected with Ashley after many changed numbers.

To date, Ashley keeps Sheila's first to latest phone number! From marriage to her eldest child's kindergarten graduation, Ashley has been there to support and journey with her. Ashley and the rest of Beautiful People family is Sheila's village of support... From the rebellious teenager she once was to the doting mother she now is!

Life, Liberty and The Pursuit of Freedom Together

Susie & Yanna

A Mentor's & Mentee's Journey

If we are all prisoners of life, then together, Susie and Yanna broke the chains that had bound them. A Big Sister and Little Sister journey that began behind bars at the Changi Women's Prison, continues in the form of an enduring friendship.

Yanna had been sentenced for drug-trafficking and was incarcerated for three and a half years. Susie, a former high-powered advertising executive turned volunteer leader was running a six-month pre-release prison programme called "Free For Good" at Changi Women's Prison.

"We all have our inner prisons," says Susie. "What keeps us trapped? Blame, fear, guilt, regret, shame? We share the same human condition but in different prison environments."

Susie's prison had been a corporate jungle that held her captive in million-dollar deals and never-ending work days. Her liberation? Volunteering with Beautiful People as a big sister. "I feel strongly about empowering women," says Susie.

Susie found her calling and a deep sense of satisfaction in working with women like Yanna. "I am what I am because of who we all are," goes the old African saying, a belief Susie subscribes to.

Yanna's youthful search for love took her through many trials and tribulations culminating in a dramatic drug bust in front for her 8-year-old son. All her life, she had been weighed down by a sense of being unwanted and unloved. It led her on a path that took her from a life of drugs to a life behind bars.

She had been barren of strong female role models throughout her life. Meeting Susie through the Free For Good programme was a turning point. "It instilled a positive aura in me. It taught me how to love myself," she says.



Susie, Yanna and the Free For Good Family

The love Yanna found in the Beautiful People community was the start of her inner journey towards self-love and true liberty. Breaking free of the chains of the past liberates not only her, but also her son, who will have a strong role model in her.

Susie and Yanna broke free of their respective inner prisons. They are now free for good together. Because when you find true freedom, the beautiful journey is only just beginning.

Beautiful People As A Movement

Beautiful People as a movement is evolving beyond the boundaries and limits of an organisation, to become a network of connected hubs in which people work together towards a common vision.

Leader-led, we are driven by volunteers who step up to lead – initiatives, programmes and teams – and propel the movement forward. Our mentees grow and develop with us, as they too give back in a parallel journey of giving and receiving. This is the core of the Beautiful People family.



Volunteer Care And Development

Learning & Development

Learning is one of the key values of Beautiful People. All volunteers are required to attend a series of training workshops throughout the year, starting with the Basic Training which is an introduction to Beautiful People - who we are, what we stand for and how we deliver on our vision and mission.

For volunteers who want to serve as a mentor Big Sister or Brother, they need to attend a mandatory Mentor Training to understand the role and responsibilities of a mentor and to be equipped with the necessary skills.

Self-Care

In August 2018, we introduced Self-Care Training to encourage our volunteers to take time and responsibility for their well-being. The quality of our mentoring relationship is influenced by the relationship we have with ourselves. When we love, accept and care for ourselves deeply, we can live authentic, meaningful and fulfilling lives because we are enough. We can contribute to our community and mentor more effectively.

The training session was attended by more than 30 volunteers. They learnt about the concept of self-care and how it relates to fulfilling their needs. They also did assessments on the different aspects of their self-care and discovered areas where they need to improve. An important topic covered was emotional self-care because it impacts all our relationships with people, and taking responsibility for our own feelings is key to our wellbeing.

More self-care training will be rolled out in 2019 as part of our on-going investment in our volunteers.

Celebration

Thanksgiving Party December 2018 *A Night of Dreams*

Every year-end, volunteers get together to celebrate each other! A Night of Dreams in December 2018 was a cosy evening of food, laughs and conversations. Volunteers came dressed as their dream jobs, brought dishes to share and exchanged gifts that held meaning in their hearts. Organised by a team of volunteers, the Thanksgiving Party is an annual event to look forward to!



Thanksgiving Party 2018 Organising Team

Connection

Volunteers' Retreat July 2018

Knowing You, Knowing Me

Tanjung Puteri Golf Resort, Johor Bahru



Part of the Beautiful People Family at the July 2018 Retreat



Mentor-For-Mentor Chinese New Year Gathering

It was a fun-filled weekend away, with new and senior volunteers getting to know each other over exciting games, interesting activities, delicious food and meaningful sessions! Organised by a team of experienced as well as new volunteers, Knowing You, Knowing Me allowed for many bonding opportunities, whether chatting with a new friend or catching up with old ones. Reconnecting gave a greater sense of purpose as volunteers shared personal stories and a collective vision for success.

This is the first retreat where a handful of new volunteers – who have just started their volunteering journeys with Beautiful People – partook in the experience. A healthy sign of a growing family!

Inspired by the connection forged through Knowing You, Knowing Me, volunteers now actively plan activities to encourage and foster more connections within the Beautiful People family – in an initiative called Mentor For Mentor. To date, volunteers have had a karaoke session, a wine tasting session, Chinese New Year Lo Hei and a cakes and cookies baking afternoon. To more volunteer-driven activities in 2019!

Leadership Development

External Stakeholders Gathering

The Promise of Mentoring
October 2018



Discussions at the External Stakeholders Gathering

A conversation that explored the concept of a larger eco-system and nurturing relationships across it, opportunities for collaboration between partners and a common ground to develop the mentoring movement – Beautiful People, in collaboration with Glenn Lim, the founder-chairman of Architects Of Life, co-led a gathering of external stakeholders with the intention of coming together as a system and addressing the issues of class divide and social inequality.

The gathering saw 40 attendees from different organisations that offer mentoring services, partner welfare organisations as well as government bodies. These included MENDAKI, South Central Community

Family Service Centre, The Salvation Army, Asia Institute of Mentoring, Care Corner, Monfort Care, Pertapis Centre for Women & Girls and Singapore Council of Women's Organisations.

Actively engaging in discussions and activities, attendees reflected on the current situation, brainstormed ideal future scenarios and detailed strategies for moving ahead – collectively as a system.

The external stakeholders meet was organised by senior and new board members, in a strategic push to bolster Beautiful People ahead as an organisation.

American Express Leadership Academy

Singapore
December 2018



Karyn, Karen and other participants at the American Express Leadership Academy 2018

Two volunteer leaders – Karyn Choo and Karen Tan – participated in the American Express Leadership Academy training 2018. This is the second year that Beautiful People nominated its leaders for this esteemed programme intended for not-for-profit leaders across ASEAN. Participants are selected through a rigorous application process.

Karyn co-leads the Young Leaders programme while Karen drives the Little Giant Steps programme. Having been with Beautiful People over the past 6 and 7 years respectively, both leaders have volunteered across different roles and took on various leadership responsibilities.

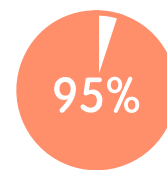
Developing leaders to achieve their best potential through training and coaching is a commitment of Beautiful People.

Fundraising

Our fundraising efforts for the year brought in



S\$188,290



achieving almost **95%** of our target for 2018-19.

With the personal contacts of our volunteers, we managed to get large donations which made a difference in our efforts. These were:



S\$20,000

Anonymous

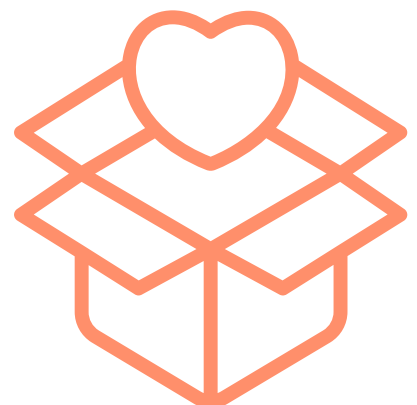
S\$22,000

Temasek's Trailblazer T-Touch Fund

Changi Foundation has also partnered with Beautiful People on our Dream Fund with a

S\$180,000 donation spread over 3 years.

This donation allows us to support those interested in furthering their education through co-paying for school fees and expenses.



Funding

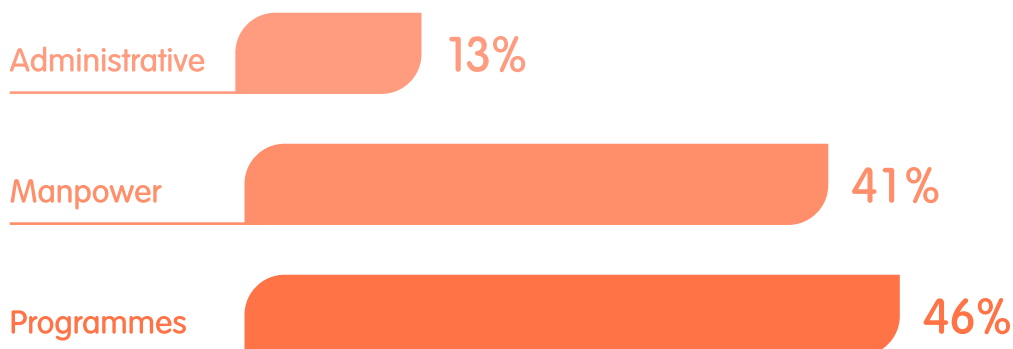
Funding Sources

We are funded through donations by friends, family, and other supporters of Beautiful People.

Review of financial state and explanation of major financial transitions.

Our financial resources for the year stood at **\$149,614**, almost entirely generated from donations by friends and family and other supporters of Beautiful People.

Our expenses for this period were **\$120,191**, with **manpower** and **programme** costs accounting for **87%** of the total expenditure. Our **surplus for the year** is at **\$67,467**. We have a reserve policy of 3 to 5 times our annual operating budget.



Our full audited financial report as at 31 March 2019 can be found at our website www.beautifulpeople.org.sg

Statutory Information

Registered Office

3 Shenton Way #15-01
Shenton House Singapore 068805

Office Address

1 Lorong 2 Toa Payoh #07-00
Braddell House
Singapore 319637

A Member of Constitution:

Company Limited by Guarantee

UEN Number: 201525056H
Date of Establishment: 4 June 2015

Charity Status

Charity Registration Date: 3 September 2015

National Council of Social Service

Full member since 1 October 2015

Institution of Public Character (IPC)

Status – General Fund

Period Approved:
1 December 2017 to 30 November 2019
Sector Administrator:
Ministry of Social and Family Development

Bank

United Overseas Bank Ltd

Company Secretary

May Oh & Wee

Auditor

Suhaimi Salleh & Associates

Our Board of Directors

Chairman Melissa Kwee Mei Wan

Secretary Lim Sze Wei

Treasurer Ng Mei Wan

Member Yong Yoek Ling

Lim Lay Sar

Wong Kai Ling

Nur Asshikin Binti Ahmad

Meena Mylvaganam-Tay

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