



ANNUAL REPORT 2024



Inspire Hope, Empower Lives

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Joint Message from Chairman and Executive Director

As we reflect on this past financial year, we are filled with gratitude and admiration for the incredible work accomplished by our team and the unwavering support from our community. This has been a year of growth, resilience, and meaningful impact as we continue to serve individuals and families in need of mental health care, guided by our Catholic faith and mission.

This year, our team achieved a remarkable milestone: supporting the highest number of client cases in our history totalling 1434 client cases. This achievement reflects the dedication and professionalism of our staff and volunteers, and the trust placed in us by those seeking support for their mental health challenges. Despite the increased demand, we are proud that we maintained a commendable standard of care resulting in positive client outcomes with 86% of clients showing improvement in Global Assessment of Functioning (GAF) scores and 89% of clients achieving at least one therapeutic goal. We achieved this while keeping waiting times within service guidelines. Striking this balance between accessibility and quality is a testament to the careful planning and tireless efforts of our staff and volunteers.

As part of our commitment to meet gaps in community mental health, we launched two specialised therapy services: Clarity for Moms and Clarity for Obsessive Compulsive Disorder (OCD) to advocate for better understanding and psychotherapy in the areas of Perinatal Mental Health and OCD. These two domains are not new in our 14 years of service and our highly



MR PETER LAM | *Chairman*

qualified therapists will take on more active roles to advocate and reach more clients who require specialised help. In August, we ran our signature event, Obsessive Inquiry, where participants experienced what it is like to live with OCD through compulsion experiences and sharing by an expert panel. We also spoke to over 60 caregivers on supporting individuals with OCD. In view of increasing community demand for skilled practitioners, we also launched Clarity for Practitioners to foster the growth and development of mental health professionals through supervision and consultations with our senior and principal therapists. Beyond serving our clients through mental health therapy, we have strengthened our engagement with community partners and fellow Catholic organisations. By fostering stronger relationships, we have extended our outreach, raised awareness of mental health issues, and provided tailored support aligned with the values and needs of those we serve. These partnerships have amplified our impact and enabled us to reach out to 1,269 participants, which is almost double the number of participants in 2023.

Joint Message from Chairman and Executive Director

As a member organisation of the Caritas family, we were honoured to participate in the Social Mission Mass and Social Mission Conference in 2024. The Social Mission Mass, held on 13 January 2024, was celebrated by His Eminence, Cardinal William Goh. This gathering offered an opportunity to pray for the social needs of our community and for the continued success of our collective mission. At the Social Mission Conference held in May at Catholic Junior College, we weighed in on the topic of caring for mental health and our youth. This biennial conference has been an inspiring platform since 2008 to raise awareness of the charitable work carried out by Caritas Singapore and its member organisations, motivating like-minded individuals to join in caring for those in need.

We were excited to announce our first joint walkathon fundraising event, "Walk with Caritas Family," organised in partnership with Caritas Singapore. This event, which incorporated the third edition of our signature #WalkforClarity campaign, ran from July to October. Its mission was to unite communities across Singapore in raising awareness and funds for mental health, persons with disability, disadvantaged families, and other causes. This collaborative effort inspired participants to walk together in support of these crucial missions. We thank all our advocates, clients and donors who supported us in this campaign.

None of this work and successes would have been possible without your generosity and support. Your contributions have enabled us to expand our services, invest in the professional development of our team,



MS ANNE PILLAI | *Executive Director*

and ensure that no one is turned away due to financial difficulties. Together we are breaking down barriers to mental health care and fostering a community rooted in compassion, understanding, and hope.

Your continued support will be a launchpad to propel our work into the new year with relevant innovations for a wider reach. We're excited to share that more accessible and free resources are in development! These include a brief intervention programme designed to help clients build effective coping skills in just six sessions, and our very first podcast series created for parents who are struggling to find time for regular psychotherapy. Stay tuned for updates!

As we look to the future, we remain steadfast in our commitment to provide accessible mental health support to all in need. While we recognise the challenges ahead, we are confident in our ability to overcome them with God's grace.

On behalf of everyone at Clarity, thank you for being an indispensable part of this journey. Let us continue to walk together in faith and service, inspired by Christ's call to love and care for one another.

About Clarity Singapore

Clarity Singapore is a mental health charity that empowers persons with mental health issues to lead meaningful lives through support, acceptance and recovery.

We recognise that each individual has unique mental health needs. To cater to these diverse needs, we offer a range of services, including one-on-one therapy sessions, group programmes, psycho-educational workshops and talks, and collaborations with community and corporate partners.

Through our services, we aim to help individuals from all walks of life, regardless of race, religion or culture, who are struggling with mental health conditions arising from anxiety and depression, which include trauma, pre- and post-natal stress, bereavement and loss, relationship and other emotional issues.

We are a member organisation of Caritas Singapore, the social mission arm of the Catholic church, and a member of the National Council of Social Services (NCSS). We also partner with the Agency for Integrated Care (AIC), Khoo Teck Puat Hospital (KTPH) THRIVE, and Institute of Mental Health (IMH) to deliver community mental health services for everyone regardless of ethnicity and religion.

Our Principles of Services

As a witness to our Catholic faith, we serve:

1. To uphold the dignity of those with mental health issues
2. To provide relevant information that facilitates the choice of participation
3. To develop personal, family responsibility by tapping on their resources and strengths
4. To balance long-term improvement with short-term relief
5. To empower rather than create dependency

VISION

A Catholic charity that serves persons with mental health issues to live meaningful lives through support, therapy, acceptance and recovery.

MISSION

Rebuilding lives, renewing hopes for mental wellness by supporting, caring & facilitating reintegration into the community.

Corporate Information

Clarity Singapore Limited is a Public Company Limited by Guarantee incorporated under the Companies Act (Cap. 50) on 10 October 2010. We are a registered charity with IPC status (IPC000714).

Unique Entity Number	201021634E
Company Secretary	Mr Lim Keok Kung Freddy
Registered Address	854 Yishun Ring Road #01-3511 Singapore 760854
Banker	DBS Bank Limited 6 Shenton Way DBS Building Tower One Singapore 068809
Auditor	Fiducia LLP 71 Ubi Crescent Excalibur Centre #08-01 Singapore 408571
Yishun Office	854 Yishun Ring Road #01-3511 Singapore 760854
Toa Payoh Office	7A Lorong 8 Toa Payoh Agape Village #04-01 Singapore 319264
Telephone	+65 6757 7990

MEMBERS OF THE BOARD



MR PETER LAM

Chairman
(1 October 2021)

Principal &
Chief Executive Officer
Temasek Polytechnic



MR PETER CHAN

Vice-Chairman
(1 October 2021)

Founder &
Managing Partner
Crest Capital Asia



MR BENJAMIN YEO

Board Member
(12 September 2017)

Director of Psychosocial
& Community Care
Lion Befrienders



MR JEROME YUEN

Board Member
(1 August 2021)

Director of Resources
Development & Acquisition
World Vision Singapore



DR THERESA LEE

Board Member
(1 August 2021)

Senior Consultant Psychiatrist
ANew Centre



MS ELIZABETH CHIA

Board Member
(1 August 2021)

Assistant General Counsel
Collins Aerospace, Singapore



REV FR KENSON KOH

Board Member
(1 January 2022)

Parish Priest



REV FR PAUL STAES

Board Member
(23 March 2017)

Missionary Priest



MR HOULL LEE

Board Member
(1 December 2022)

Chief Financial Officer
& Head of Private Equity
Wah Hin & Co Pte Ltd



MR LOH YONG CHYE

Board Member
(1 December 2022)

Chief Executive Officer
& Co-founder
ACT:DPI Pte Ltd



MS CHAN YIT FOON

Board Member
(1 March 2023)

Senior Vice President,
Human Resources
Marina Bay Sands Pte Ltd

BOARD COMMITTEE

COMMITTEES	MEMBERS	APPOINTMENT
HUMAN RESOURCES & DEVELOPMENT	Ms Chan Yit Foon Caroline Mr Benjamin Yeo Dr Theresa Lee	1 March 2023 1 October 2021 1 October 2021
MARKETING, PUBLIC RELATIONS & FUNDRAISING	Mr Houll Lee Ms Elizabeth Chia Mr Peter Lam	1 December 2023 1 October 2021 16 January 2018
MENTAL HEALTH PROGRAMMES & SERVICES	Dr Theresa Lee Mr Benjamin Yeo Rev Fr Paul Staes	1 October 2021 1 October 2021 16 January 2018
FINANCE	Mr Peter Chan Ms Elizabeth Chia Rev Fr Paul Staes	1 October 2021 1 October 2021 16 January 2018
AUDIT	Mr Jerome Yuen Ms Joycelyn Ong Ms Cynthia Phua Mr Loh Yong Chye	1 October 2021 1 November 2021 - 31 October 2024 1 November 2024 1 December 2023

The roles of the Board Chairman and Executive Director are kept separate for independence in their respective spheres of decision-making. Board members render their service voluntarily and are consequently, not remunerated.

The attendance of the Board of Directors meetings during the Financial Year 2024 is as follows:

BOARD MEMBER	ATTENDANCE
Mr Peter Lam Kok Wai	4/4
Mr Peter Chan Pee Teck	2/4
Mr Benjamin Yeo Yul Chuan	3/4
Ms Elizabeth Chia Wei Ling	1/4
Dr Theresa Lee Mei Ying	3/4
Mr Jerome Yuen Ka Lok	3/4
Mr Loh Yong Chye	4/4
Mr Lee Houll	3/4
Ms Chan Yit Foon Caroline	2/4
Rev Fr Paul E. Staes	4/4
Rev Fr Kenson Koh	2/4

EXECUTIVE MANAGEMENT TEAM



Anne Pillai
Executive Director



Agnes Siow
*Head,
Finance & HR*



Denise Lim
*Head,
Clinical Services*



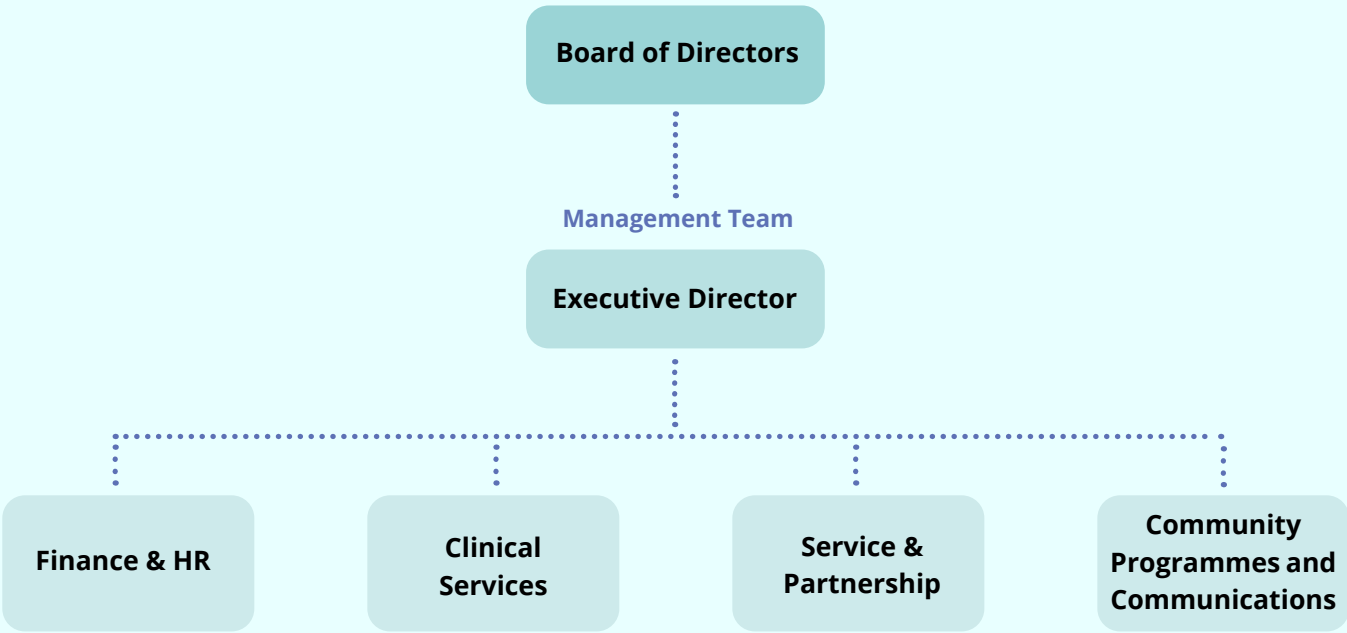
Amelia Phang
*Head,
Service & Partnership*



Tan Ming Chin
*Deputy Head,
Clinical Services*



ORGANISATIONAL STRUCTURE




Our Impact In The Community



700

New Clients Sought Help



1,434

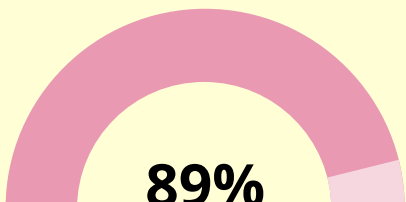
Clients Served



6,880

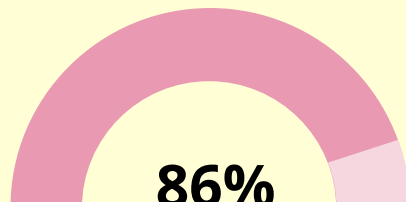
Sessions Conducted

CLIENT IMPACT



89%

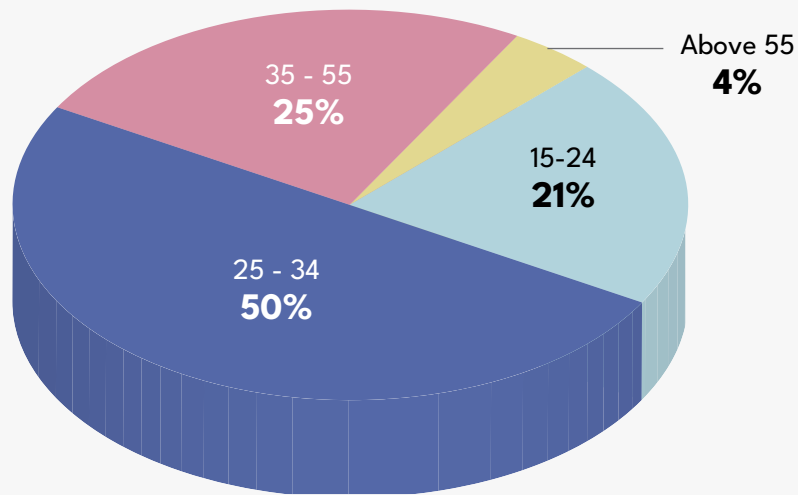
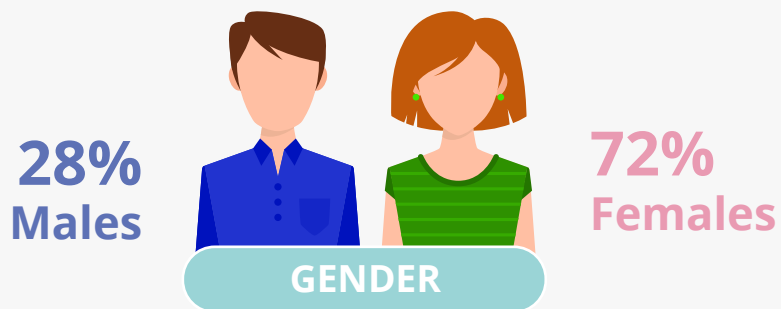
Achieved 1
Therapy Goal



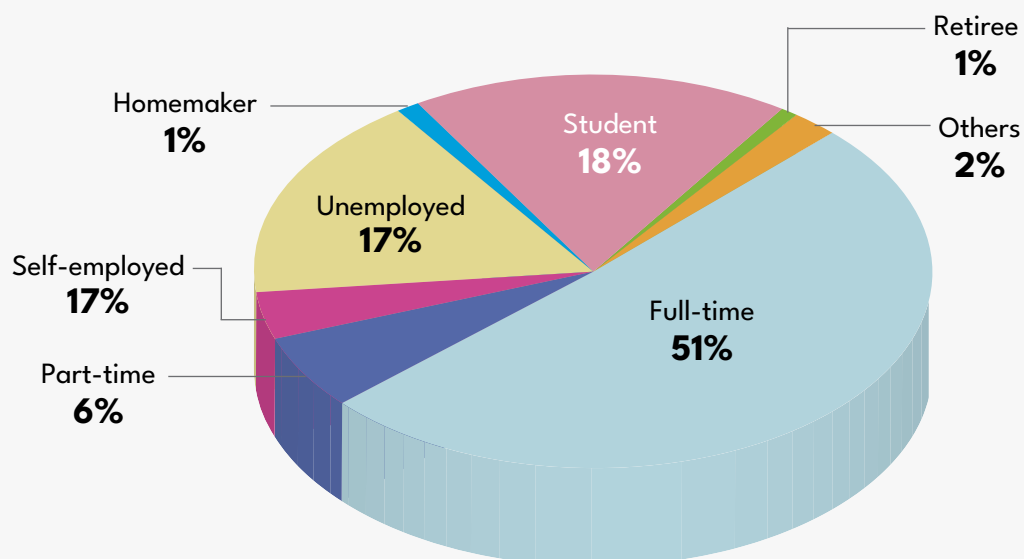
86%

Improvement in
Global Functioning

Client Demographics



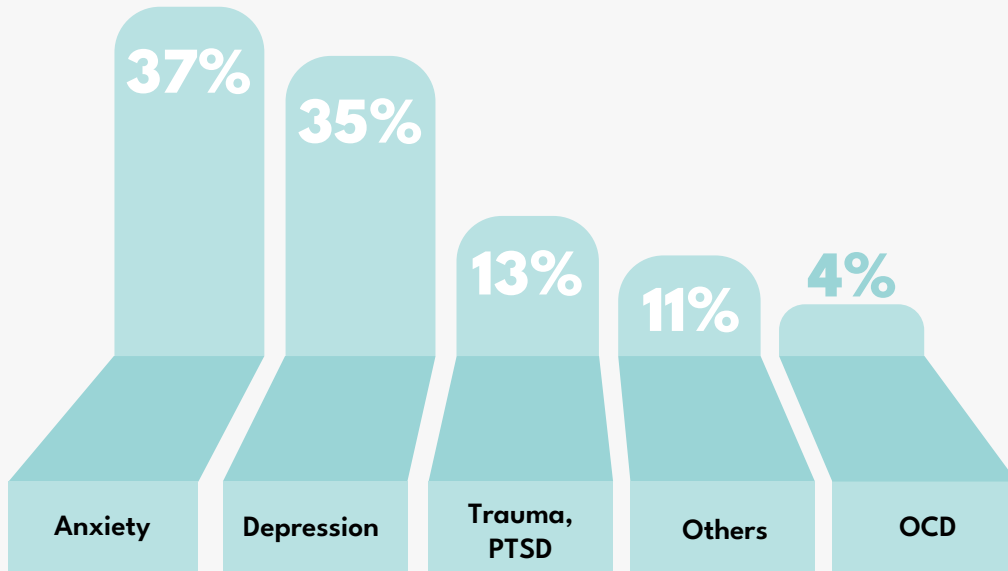
AGE GROUP



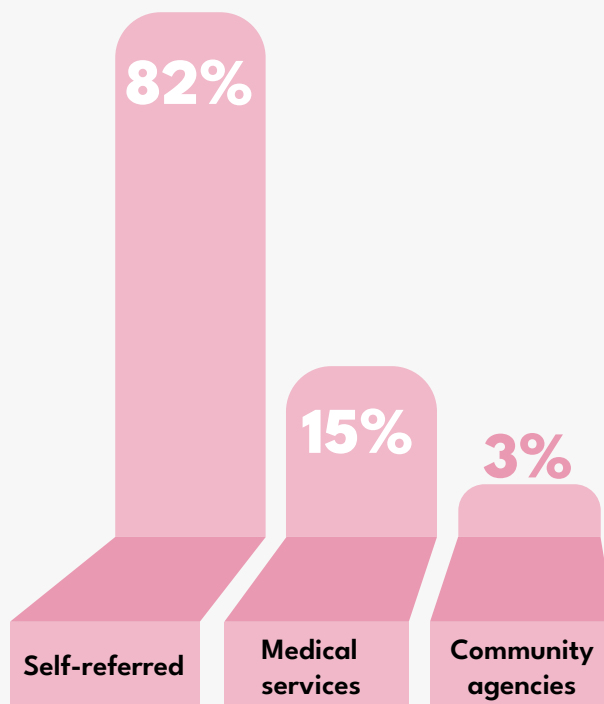
EMPLOYMENT STATUS

Mental Health Conditions And Referral Sources

MENTAL HEALTH CONDITIONS



REFERRAL SOURCES



Uplifting Communities For Brighter Tomorrows

Central to our mission is the advocacy on mental health literacy. Clarity Singapore uplifts numerous individuals to enhance their psychological wellbeing, empowering them with knowledge through our psychoeducational programmes. This fosters a supportive environment for mental health conversations and activities, promoting community support.

PROGRAMMES	PARTICIPANT	SESSIONS
Clarity Circle & BRAVE	507	28 (54 hours)
External Talks & Workshops	762	12 (33.5 hours)



Client Turned Advocates

HARYANI Mental Health Advocate

Overwhelming feelings of anxiety and self-doubt intensified when Haryani entered the fast-paced workforce. She began her days feeling burdened, unsure if she could continue living with the weight of constant negativity. She wanted to live freely and fully.

Seeking counselling at Clarity Singapore became a pivotal point for her. Our therapist's words resonated deeply with Haryani. She learned that her thoughts are shaped by the "wolves" she nurtured – the more she focused on good thoughts of self-compassion, hope

and resilience, the quieter the negative voices became. Thinking positively and embracing challenges brought her calmness and confidence.

After a year of therapy, Haryani now feels the happiest she has been. Knowing that Clarity is a mental health charity that offers highly subsidised services eased her initial concerns about cost. Our therapist assured her no one would be turned away due to financial constraints, allowing her to focus fully on her healing journey.

“

For most of my life, I've battled anxiety and self-doubt. I finally sought help at Clarity Singapore, because I couldn't continue living each day with negativity. I wanted to live freely and fully.

My therapist's words resonated with me deeply, "feed the good wolves more than the bad ones". Our thoughts will be consumed by the wolves we feed. I started learning to quieten the negative voices inside of me and nurture the "good wolves", filling them with positive thoughts of self-compassion, hope and resilience.

We can have a healthy body, but if our minds aren't healthy, it affects our overall wellbeing. I hope no one feels ashamed to seek mental health support. We all deserve to live a life where we feel in control of our emotions and confident in overcoming life's challenges.

”



Stock image (not actual image of client)

Client Turned Advocates

MOSES

Mental Health Advocate

Moses' recovery journey began with a series of wrong decisions in his youth, leading him down a path of alcohol and substance abuse. This brought severe anxiety and frequent panic attacks, resulting in hospital admissions needing medication. He began isolating himself at home, and has difficulty trusting people.

Hope emerged when Moses found Clarity Singapore. Overwhelmed with constant fear, Moses struggled to socialise or find work. Thoughts of meeting new people in group settings were terrifying. He never believed recovery was possible.

But Moses found comfort in his counselling sessions, a safe space for him to begin his journey towards hope and regaining control over his life.

Through counselling, Moses was empowered with

coping strategies to navigate his thoughts, emotions and behaviors. Learning what thought was beneficial and what wasn't, was a total transformation process for him.

The biggest turning point came when he effectively learned to manage his panic attacks. Guided with new perspective, his self-assurance enabled him to confront his fears, gradually resume his daily activities, and live more fully.

An avid triathlete, Moses focuses on his self-care and makes time for swimming, cycling and running every day.

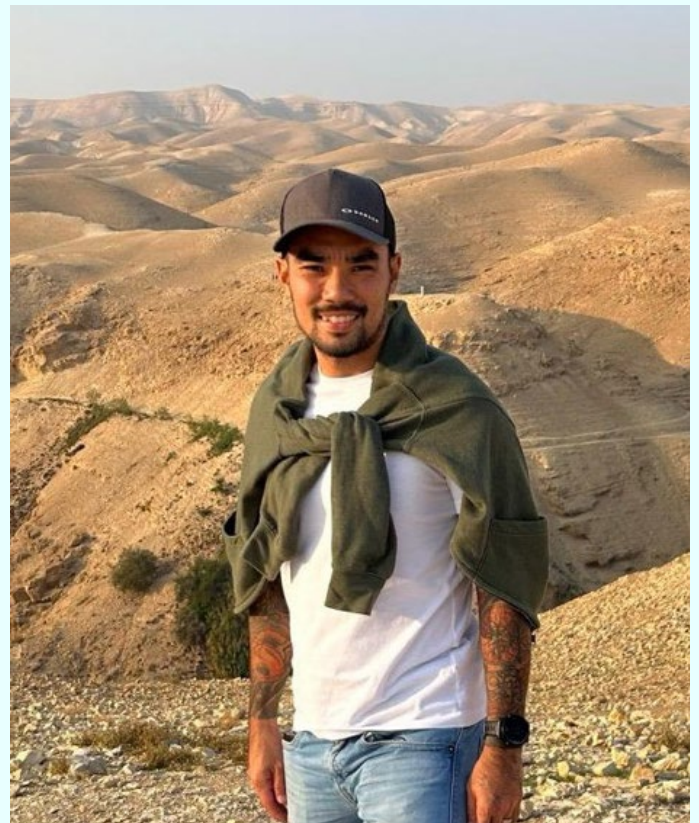
Grateful for our therapist's support, Moses shares his inspiring story with others in need of encouragement, underscoring the impact of advocacy and support. For the past years, he has been volunteering weekly at Clarity!

“

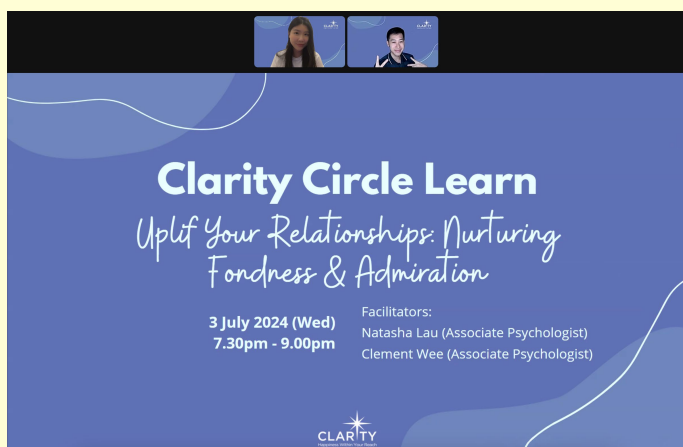
The wrong decisions I made when I was young often got me into trouble, leading to alcohol and substances abuse. Feelings of distrust and isolation became so overwhelming, often leaving me trapped at home away from people. Things took a positive turn when I sought counselling.

My therapist at Clarity Singapore taught me to manage my panic attacks and I gained a deeper understanding of my emotions by focusing on positive thoughts. Today, I celebrate 10 years of sober lifestyle, volunteering weekly at Clarity, where I find joy in helping others, just as my therapist had empowered my recovery journey!

”



Programme Highlights: Clarity Circle



Clarity Circle is Clarity Singapore's signature programme aimed at making mental wellness more accessible to everyone, creating a community where individuals have a safe-space to come together to learn and explore about mental wellbeing.

Clarity Circle Learn

Clarity Circle: Learn is a psycho-educational programme designed to raise awareness of various mental wellness topics and provide practical strategies to the public. Conducted over Zoom, participants particularly appreciated the interactive elements and facilitator-created handouts. This year, our sessions focused on key topics, including Building Self-Esteem, Relationships, and Workplace Mental Health.



Clarity Circle Learn: Building Self Esteem Handout

Activity 1: Adjusting The Rules Activity

Rule and/or Assumption I would like to Adjust	
What impact has this rule (and/or assumption) had on my life?	
How do I know this rule is in operation?	
Where did this rule (and/or assumption) come from?	
In what ways is this rule (and/or assumption) unreasonable?	
Advantages of this Rule	Disadvantages of this Rule
What is an alternative rule (and/or assumption) that is more balanced and feasible?	
What can I do to put this rule (and/or assumption) into practice on a daily basis?	

CLARITY *Slides are not to be reproduced or distributed

Activity 2: Identifying your Positive Qualities

My Positive Qualities

- 1) _____
- 2) _____
- 3) _____

Activity 3: Recording in your Positive Journal

My Positive You Journal

Day & Date	Positive Quality / Attribute	Things I did / Specific Example

CLARITY *Slides are not to be reproduced or distributed

Activity 4: Gratitude Journaling

Gratitude Journaling
(Writing down 3 things that you are grateful for)

- 1) _____
- 2) _____
- 3) _____

CLARITY *Slides are not to be reproduced or distributed

Programme Highlights: Clarity Circle



Clarity Circle Gather

Clarity Circle Gather is a monthly interest group series that fosters engagement through fun and meaningful activities within a supportive community. This year, our sessions were all held in-person, which allowed for more hands-on sessions and facilitation by volunteers. Some highlights include:



Floral Jamming: Floral arrangement promotes mindfulness and relaxation. The creative process fosters a sense of accomplishment, enhances focus, and provides a therapeutic outlet for self-expression.

Art Workshops: Several art-focused activities conducted by different volunteers provided participants with a creative outlet to reduce stress and anxiety. These workshops included using recycled materials for art-making and employing art as a tool for guided reflection.

Mindfulness Sessions: With guidance from a volunteer mindfulness trainer, participants learned about the benefits of mindfulness and practised techniques such as mindful walking, including a dedicated session at Lower Seletar Reservoir.



Chat aims to encourage and normalise conversations about mental health and wellness through structured facilitated discussions. This year, three events brought together 45 participants to discuss mental health topics, including:

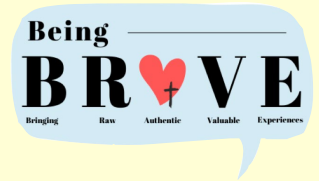


Maternal Mental Health: A human library event in collaboration with the Clarity for Moms team highlighted the journeys of pregnancy and motherhood. Three speakers were invited to share their reflections on navigating the joys, struggles, triumphs and complexities of pregnancy and motherhood.

Obsessive-Compulsive Disorder (OCD): Organised together with the Clarity for OCD team, the event featured experiential booths to demonstrate the life of a person living with OCD and a panel discussion with our partners from the Institute of Mental Health.

Embracing Emotions: Conducted with the Nee Soon South Well-Being Committee and Growth Circles, this event included small group discussions to explore emotional well-being.

Programme Highlights: BRAVE



BRAVE is a thoughtfully curated programme designed for the Catholic community, as well as anyone interested in engaging in meaningful conversations about spirituality, personal growth, and holistic well-being. This initiative invites participants to explore a deeper connection between faith and overall wellness, fostering authentic discussions that nurture the mind, body, and spirit.



BRAVE: Being Fully Alive

Being Fully Alive, was a youth mental health and faith event inspired by St. Irenaeus' words, "The glory of God is man fully alive." The half-day event featured a panel discussion with Ms Faith Wong, a mental health advocate who battled bipolar disorder in her 20s, Dr Christopher Cheok, Senior Consultant and Chief of Forensic Psychiatry at the Institute of Mental Health, and Friar Gerald Tan OFM, a trained spiritual director, on what it means for Catholics to be alive in our mental, physical and spiritual aspects.

Held at the Church of St Ignatius, on 17 Aug 2024, the programme included breakout track activities by Sr Fiona Yeo RGS on noticing bodily sensations to increase self-awareness, and a session by lay spiritual director Ms Diana Tan to teach participants to relax through Zentangle art.

As Clarity Singapore's first in-person BRAVE event, it welcomed 34 participants and extended outreach through platforms such as CatholicSG social media,

Catholic News and various Catholic communities for intercessory prayers such as Caritas Singapore and the Archdiocesan Commission for Apostolate of Mandarin-Speaking (ACAMS).



Programme Highlights: BRAVE



BRAVE External Workshops

Society of St Vincent de Paul

This workshop titled “Exploring Mental Wellness in our Catholic Community” was targeted at volunteers of the Society of St Vincent de Paul to equip them with simple skills for their volunteer work. The workshop taught them the signs and symptoms of common mental health conditions, value of companionship and how to practise basic listening skills.

St Francis Signlight Community

In our second year of collaboration with the St Francis Signlight Deaf Community at the Church of St Mary of the Angels, we held a workshop on the “Art of Gratitude”, followed by a simple art activity. This initiative supports community members who may struggle to access professional mental health services.

St Alphonsus Church (Novena Church)

Hosted at St. Alphonsus Church (Novena Church), this was Clarity Singapore’s largest face-to-face BRAVE workshop to date, with approximately 100 participants. The workshop “Building My Awareness of Mental Health” explored Singapore’s mental health landscape through the lens of the Catholic faith and included practical guidance on supporting individuals with mental health challenges.



Signature Projects



Clarity For Moms

Clarity for Moms has been our passion project for the past decade where we provide psychotherapy for Perinatal Mood and Anxiety, and advocate for maternal mental health to foster understanding about mothers' needs and support systems.

Motherhood Unveiled

Clarity Singapore was invited to present a talk at Family Enrichment Society's event titled "The Science of Good Families: Conceiving Hope". This talk focused on the positive aspects of pregnancy and birth. The talk also included the developmental processes of Matrescence as women transit into motherhood, and how to embrace personal strengths and opportunities amidst challenges of Matrescence such as the changing needs of a mother. The talk also encapsulated antenatal and perinatal depression and anxiety, and how to support women undergoing Matrescence.

Mums for Life Tea Time Together

Senior Mental Health Counsellor, Cindy Khong, was invited to an event by Mums For Life. The event was attended by a cosy group of passionate advocates and



mothers. Cindy shared about the specialised therapy services at Clarity Singapore as part of our special mission to promote maternal mental health.

Signature Projects



Clarity for OCD

Clarity for OCD was started to meet the service gaps of robust intervention for persons living with Obsessive Compulsive Disorder in the community. We have been providing assessments, evidence-based therapy, and psychoeducation since the birth of Clarity and we need your help to reach more people living with OCD.

Obsessive Inquiry

“Obsessive Inquiry” is a signature event under Clarity for OCD and our mission is to educate the public more about what OCD is and to promote earlier help-seeking. Attendees were engaged in activities that simulate OCD compulsions that enabled them to experience firsthand a glimpse of what OCD feels like. Many participants shared that the experience was “helpless”, “impossible”, and that the activities allowed them to empathise with OCD sufferers more. The event also ended with a panel Q&A with attendees posing questions to subject matter experts from etiology to treatment to how to support persons living with OCD better. Attendees reported a much better understanding of OCD at the end of the event.



NTU-IMH OCD Public Forum

Our partners at Institute of Mental Health's OCD Clinic invited us to join them at the NTU-IMH OCD Public Forum. Like Maternal Mental Health, Obsessive Compulsive Disorder is one of our special passion at Clarity Singapore. The team conducted some “compulsion activities” to help members of public experience a glimpse of what OCD sufferers go through on a daily basis. Each experience ended with brief psychoeducation of OCD and helpful resource-sharing.

Event Highlights



Social Mission Mass

The Social Mission Mass, held on January 13, 2024 at Caritas Agape Village, was celebrated by His Eminence, Cardinal William Goh. As a member organisation of Caritas Singapore, the social mission mass provided a moment to pray for the social needs of our community and for the ongoing success of our shared mission.



Social Mission Conference

Clarity Singapore participated in the Social Mission Conference 2024, organised by Caritas Singapore, as part of the breakout track "Care for Mental Health and the Youth". Our Head of Clinical Services, Denise Lim, was part of the panel sharing about the youth mental health landscape in Singapore. About 90 participants attended a breakout track to hear Denise weigh in on the common struggles youths face and how we can better care for them.

Event Highlights



Walk With Caritas Family 2024 #WalkforClarity

This year's fundraising event marked the third edition of #WalkforClarity and the inaugural joint walkathon, "Walk with Caritas Family," organised in collaboration with Caritas Singapore. The event aimed to bring together communities across Singapore in a unified effort to support various causes, including mental health, disability, disadvantaged families, homelessness, migrant workers, the terminally ill, and youth-at-risk. Its purpose was to inspire individuals to walk and raise vital funds for those in need.

Thanks to the dedication of over 230 generous donors and fundraisers, we successfully raised a total of \$47,405, driving forward our mission to support these beneficiaries. A record 163 participants, including 35 individuals and 32 groups of four, took part in the walk—marking the highest turnout in the event's history. We also received valuable contributions from partners and sponsors such as Caritas Singapore, the Roxy Foundation, and Yeo's, whose support has played a key role in advancing our cause.



Clinical Highlights

As part of building and nurturing a strong network of partnerships with our key stakeholders, Clarity Singapore regularly conducts or hosts visits to touch base with our key partners to discuss new learnings, collaborations and how we can better serve the needs of the community.



Our partners from the IMH Perinatal Mental Health Service



KHOO TECK PUAT HOSPITAL

The ASCAT Team at KTPH invited AIC and our therapists to their new premises at Admiralty Medical Centre. Together with KTPH, we shared about our services and how KTPH partners with us in attending to various conditions, including complex disorders. We also discussed how to further streamline our services to serve the community better. Dr Surej John, Head of Psychological Medicine and our consultant of many years, gave us a tour of the new premises where we were introduced to their new RTMS (Repetitive Transcranial Magnetic Stimulation) room. RTMS is a treatment to target treatment resistant depression, PTSD, OCD, Tourette Syndrome and various other movement disorders.



KK WOMEN'S & CHILDREN'S HOSPITAL

In March 2024, the Clarity Singapore team met with Dr Vicknesan Marimuttu, Head and Senior Consultant of KKH Department of Psychological Medicine and two senior clinical counsellors in preparation for clinical attachments to equip our therapists with deeper knowledge and skills in the maternal mental health landscape. The clinical attachment programme is planned for 2025.



INSTITUTE OF MENTAL HEALTH

In October 2024, Clarity Singapore hosted a visit for Dr Gillian Lim and her colleagues from the Perinatal Mental Health service at the Institute of Mental Health or IMH as part of strengthening our ties with the service established since 2018. The OCD Clinic at IMH is also a close partner and wonderful supporter of our signature project – Clarity For OCD. We have worked closely in 2024 to share resources and discuss the future of OCD treatment advocacy. Jackki He, Principal Clinical Psychologist, and Tammie Kuek, Senior Clinical Psychologist were guest panellists at our experiential OCD public educational event - Clarity Circle CHAT: Obsessive Inquiry.



Serve all with Love

MT ALVERNIA HOSPITAL

Clarity Singapore visited selected Obstetrics & Gynaecology clinics at Mt Alvernia Hospital, another long-term partner of ours. Together with Dr Lim Wei Shyan who heads the Alvernia Wellness Centre, we explored collaboration to promote maternal mental health and on streamlining referral processes.

Clinical Highlights

Our Clinical Services Team

Our clinical services team comprises 12 full-time therapists with a minimum Masters qualification in clinical psychology, applied psychology or counselling. Our experienced team have a median of 7 years of clinical experience.

Within this team, 6 clinical supervisors/consultants provide support for our junior members, placement interns as well as external professionals wishing to enhance their clinical abilities.

Among our therapists, we have 6 Clinical Supervisors/ Consultants (in various specialisations).

We are also a founding member organisation of the OCD Network Singapore, together with the Institute of Mental Health. One of our supervisors is the only Singaporean registered with the Center for the Treatment and Study of Anxiety, a world leading OCD research and treatment facility.

12
**Full time
therapists**

6
**Clinical
supervisors**

7
**Years (median)
of clinical experience**

Launch of Clarity For Practitioners

For several years, we have been a popular placement site for students from the NUS and JCU Clinical psychology programmes. We recognise the increasing community demand for skilled practitioners. We launched Clarity For Practitioners, a service providing developmental resources for mental health professionals helmed by our principal therapists offering essential support through supervision and consultation for both students and professionals.

Partners Highlights

This year, we have actively engaged with various partners to strengthen our working relationships. Our goal is not only to foster closer collaboration but also to streamline and improve the referral processes between our organisation and these partners.

By enhancing these connections, we aim to create a more efficient and effective system for supporting those in need, ensuring a smoother experience for both clients and service providers.



IMH Perinatal Team



Catholic Family Life



North West Community Development Council: Mental Wellbeing Day



We set up booths at our partners' locations to promote Clarity and actively engage with the community. These booths provided an opportunity to raise awareness about our mission, share information about the services we offer, and foster connections with individuals who may benefit from our support. Through these direct interactions, we aim to build stronger relationships within the community and encourage greater involvement in our cause.

Partners Highlights

COMMUNITIES

Family Enrichment Society
Flamin Co'
Growth Circle
Khoo Teck Puat Hospital
Mums for Life
Nee Soon South Mental Well-being Committee
Nowyoumind
South West CDC
TinySupply
The Flower Pixie

SCHOOLS

NTU Psychology Society
ITE College Central
Temasek Polytechnic

FAITH-BASED

Archdiocesan Commission for Apostolate of
Mandarin-Speaking
Caritas Singapore
Catholic AIDS Response Effort
Catholic Welfare Services
Church of St Alphonsus (Novena Church)
Crossing Young Adults Community
Office for New Evangelisation
Opus Dei
Society of St Vincent de Paul
St Francis Xavier Major Seminary
St Francis Signlight Deaf Community
Sycamore Tree Community



PRESENTATION OF CHARITY TRANSPARENCY AWARDS CLARITY SINGAPORE LIMITED



Charity Transparency Awards

We were honoured to be recognised with the Charity Transparency Award 2024. This award reaffirms our commitment to upholding transparency and trust as we serve our community with dedication and compassion. At Clarity Singapore, we believe that good governance is essential to making a meaningful impact, and we are grateful for the continued support that empowers us to do so.

Other awards of ours include the CSA Cybersecurity Certification: Cyber Essentials Mark as well as Data Protection Essentials accredited by IMDA. We were among the first few charities to achieve this in 2022. We remain steadfast in maintaining this award with ethical storage, retrieval, transfer, and responsible disposal of all forms of records.



**CYBER
ESSENTIALS**

**101 DATA PROTECTION
ESSENTIALS**

Corporate Highlights: Staff Events



Christmas Volunteer Appreciation Party

We held an appreciation year-end lunch for our volunteers. Our volunteers are an important part of our community work. Our volunteers have not only dedicated time to facilitate mental wellness programmes or conduct pro bono psychotherapy, they also commit to many hours of training. We are greatly blessed with these qualified volunteers who have joined us on our mission.



Shared Vision and Strategy Meeting

Our staff gathered for an organisational townhall at Hort Park. This event reaffirms the importance of dialogue and an 'all-hands-on-deck' problem-raising, problem-solving culture. We encourage collective thinking as we work towards building more effective and innovative solutions. Building a shared vision involves creating common purpose and direction within ourselves. It fosters genuine commitment rather than compliance, aligning Clarity Singapore's goals with the personal goals of everyone. We followed up this meeting with specific taskforces to champion the identified needs and innovative solutions. We also ran a quarterly feedback exercise and updated the organisation on a monthly basis on implementations collectively made in response to the feedback exercises.



Acknowledgements

Clarity Singapore would like to express our heartfelt thanks to all our donors, fundraisers, advocates, and supporters. Your kindness and generosity are instrumental in advancing our mission, enabling us to adapt and better serve the evolving mental health needs of the community. Together, your support is fostering a society that truly values mental and emotional wellbeing!



Clarity In The Spotlight

The Bright Side: Going Beyond Self in Self-Care?

Clarity Singapore appeared on The Bright Side on CatholicSG Radio for International Self-Care Day. Glenice Lee, psychologist, and Sarah Teo, Programmes and Communications Team Lead, spoke more about the importance of self-care, some misconceptions and looking at self-care through the lens of faith. They also shared various self-care strategies, including spiritual self-care, and resources when more help is needed. The radio talk show is also featured on YouTube and Spotify Podcast.



10 OUR ARCHDIOCESE

Sunday September 08, 2024 ■ CatholicNews

Clarity Singapore hosts event on faith and mental health

Addictions; failing to meet others' expectations; lack of trust in God – these are some barriers which prevent Catholics from being fully alive, said panellists at the BRAVE: Being Fully Alive event on Aug 17.

Inspired by second-century bishop Saint Irenaeus's quote, "The glory of God is man fully alive", Ms Faith Wong, 43, a mental health advocate who battled bipolar disorder in her 20s, Dr Christopher Cheok, an Institute of Mental Health psychiatrist, and Friar Gerald Tan OFM, a trained spiritual director, shared how faith, mental well-being, and physical health come together to enable Catholics to live life fully.

The event at the Church of St Ignatius was organised by Clarity Singapore, a Catholic mental health charity that



From left: Panellists Ms Wong, Dr Cheok, Friar Tan, and moderator Ms Krystal Toh, an associate psychologist with Clarity Singapore at the conference. Photo: Clarity Singapore.

educational talks. Some 40 Catholics from various parishes

Dr Cheok added that putting aside artificial need – such as the perception that one must attain particular achievements or possessions in order to be happy – would lead to better mental well-being.

This was followed by a workshop by Sr Fiona Yeo RG on noticing bodily sensations to increase self-awareness and a session by lay spiritual director Ms Diana Tan to teach participants to relax through art. □ – CATHOLIC NEWS

This event was part of Clarity Singapore's BRAVE (Bringing Raw Authentic Valuable Experiences) initiative which bridges the gap between mental health and faith especially for youth. Find out more about their events for World Mental Health Day at

Event Coverage on Catholic News

BRAVE: Being Fully Alive also garnered event coverage further enhancing Clarity Singapore's outreach to the Catholic community. The fortnightly print publication garners about 42,500 readership per issue.

To Be Honest: Navigating Mental Health and Faith

Joyce Charley, Senior Mental Health Counsellor, together with ex-client Danyelle, were guests on the Archdiocese's latest video series, To Be Honest, speaking about Navigating Mental Health and Faith. The show addressed key issues regarding mental health such as finding the right counsellor and relationship with God. In addition, the guests discussed tips on how to identify common symptoms of mental health struggles and journeying with friends. The YouTube video garnered 2,000 views in the week of posting, showing its relevance to the Catholic community.



Video Series: The Birth Of A Mother

As part of our commitment to increase accessibility to maternal mental health resources, we will be producing short video content which busy parents can easily tune in to.

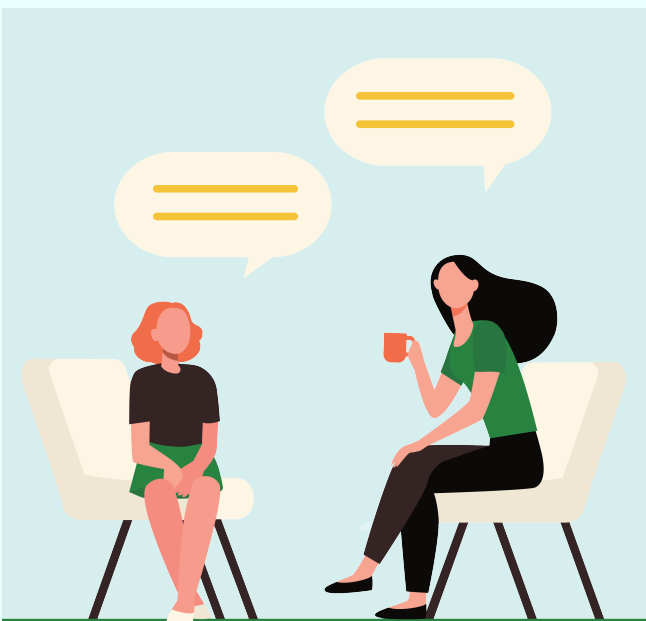
The purpose of this short video initiative is to educate and raise awareness about maternal mental health and its importance by improving access to information regarding perinatal experiences for mothers and their family unit. The content is targeted at pregnant women, new mothers, partners, healthcare providers, and anyone who knows a transitioning parent.

Our therapists will not only facilitate conversations about the joys, but also the myths, stigma, motherhood guilt, anxieties, medical experience, and various other common challenges - including how interviewees with lived experiences transitioned back to work. Subject matter experts well-esteemed in this domain will also weigh in to contribute to a well-rounded perspective.



Your support for this cause will help instil hope and inspire help-seeking for families. Keep a lookout for the launch on Mother's Day and share this resource around!

Resources by Clarity For Moms



Brief Intervention

Another exciting launch this year is our Brief Intervention programme. This is a structured Cognitive Behavioural Therapy (CBT) programme consisting of six to eight therapy sessions for individuals facing mild mental health issues. CBT is supported by strong empirical evidence and is a collaborative process aimed at equipping individuals with practical skills to identify and manage their thoughts, emotions, and behaviors more effectively. This programme will allow us to expand our services to more individuals in the community. Sessions are conducted for each client individually by trained counsellors and associate psychologists.

Charting Forward

Our Commitment

In our steadfast pursuit of our mission, we focus on rebuilding lives and renewing hope in mental health. Our clinical services team will continue to serve the community through professional support and resources, offering enhanced support in specialised areas of OCD and maternal mental health.

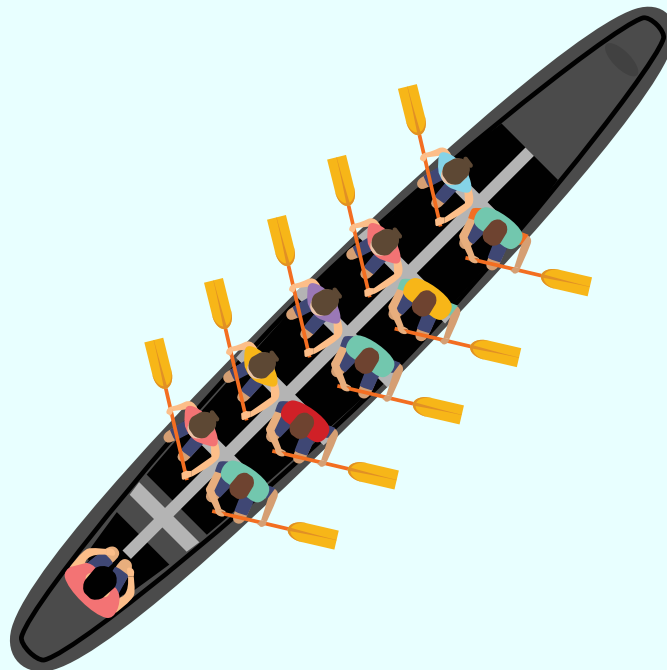
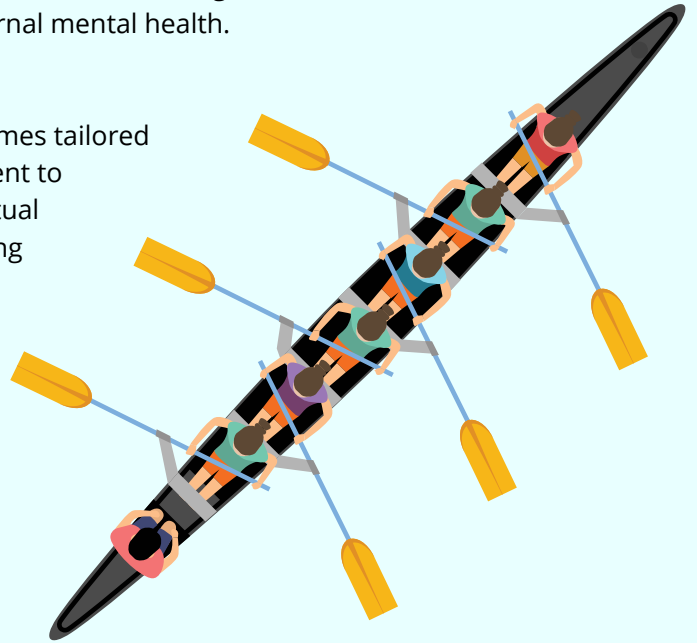
Programme Plans

An increased focus on BRAVE - psycho-spiritual programmes tailored for the Catholic community - underscores our commitment to advancing a holistic approach to mental health and spiritual well-being. We aim to increase our impact by collaborating with Catholic organisations to reach a wider community and raise mental health literacy.

Fundraising Plans

Our annual fundraising campaign serves as a beacon of hope for greater public understanding, as we raise essential funds to sustain our work. Other campaigns such as Christmas and World Mental Health Day leverage the spirit of giving that champions mental health.

The funds raised will go towards charitable activities which encompass all our programmes and outreach costs, as well as governance and administrative costs.



Financial Summary

Statement of financial activities for the financial year ended 30 September 2024.

	Unrestricted Fund	Restricted Funds	Total Funds
	S\$	S\$	S\$
2024 INCOME			
Income from generating funds	408,702	1,778,133	2,186,835
Income from charitable activities	38,680	133,530	172,210
Other income	119,905	0	119,905
TOTAL INCOME	<u>567,287</u>	<u>1,911,663</u>	<u>2,478,950</u>
LESS: EXPENDITURE			
Cost of charitable activities	41,005	1,447,953	1,488,958
Governance and other administrative costs	121,118	249,060	370,178
TOTAL EXPENDITURE	<u>157,260</u>	<u>1,697,430</u>	<u>1,854,690</u>
SURPLUS FOR THE FINANCIAL YEAR	<u>405,164</u>	<u>214,650</u>	<u>619,814</u>

Clarity Singapore has only one key management staff who receives an annual remuneration exceeding SGD100,000.

The key management staff do not serve as a governing board member, and there is no paid staff who is a close member of the family belonging to the Executive Director or Governing Board member.

For details of our financial statements, please refer to www.clarity-singapore.org/about/annualreport.

Corporate Governance

Code of Governance

S/N	Code Guideline	Code ID	Response (select whichever is applicable)
BOARD GOVERNANCE			
	Induction and orientation are provided to incoming governing board members upon joining the Board.	1.1.2	Complied
1	Are there governing board members holding staff appointments? (skip items 2 and 3 if “No”)		No
2	Staff does not chair the Board and does not comprise more than one third of the Board.	1.1.3	Complied
3	There are written job descriptions for the staff’s executive functions and operational duties, which are distinct from the staff’s Board role.	1.1.5	Complied
4	<p>The Treasurer of the charity (or any person holding an equivalent position in the charity, e.g. Finance Committee Chairman or a governing board member responsible for overseeing the finances of the charity) can only serve a maximum of 4 consecutive years.</p> <p>If the charity has not appointed any governing board member to oversee its finances, it will be presumed that the Chairman oversees the finances of the charity.</p>	1.1.7	Complied
5	All governing board members must submit themselves for re-nomination and re-appointment, at least once every 3 years.	1.1.8	Complied
6	The Board conducts self evaluation to assess its performance and effectiveness once during its term or every 3 years, whichever is shorter.	1.1.12	Complied
	Is there any governing board member who has served for more than 10 consecutive years? (skip item 7 if “No”)	1.1.13	Yes
7	The charity discloses in its annual report the reasons for retaining the governing board member who has served for more than 10 consecutive years.		Complied
8	There are documented terms of reference for the Board and each of its committees.	1.2.1	Complied

Corporate Governance

Code of Governance

S/N	Code Guideline	Code ID	Response (select whichever is applicable)
CONFLICT OF INTEREST			
9	There are documented procedures for governing board members and staff to declare actual or potential conflicts of interest to the Board at the earliest opportunity.	2.1	Complied
10	Governing board members do not vote or participate in decision making on matters where they have a conflict of interest.	2.4	Complied
STRATEGIC PLANNING			
11	The Board periodically reviews and approves the strategic plan for the charity to ensure that the charity's activities are in line with the charity's objectives.	3.2.2	Complied
HUMAN RESOURCE AND VOLUNTEER MANAGEMENT			
12	The Board approves documented human resource policies for staff.	5.1	Complied
13	There is a documented Code of Conduct for governing board members, staff and volunteers (where applicable) which is approved by the Board.	5.3	Complied
14	There are processes for regular supervision, appraisal and professional development of staff.	5.5	Complied
15	Are there volunteers serving in the charity? (skip item 15 if "No")	5.7	Yes
	There are volunteer management policies in place for volunteers.		Complied

Corporate Governance

Code of Governance

S/N	Code Guideline	Code ID	Response (select whichever is applicable)
FINANCIAL MANAGEMENT AND INTERNAL CONTROLS			
16	There is a documented policy to seek the Board’s approval for any loans, donations, grants or financial assistance provided by the charity which are not part of the charity’s core charitable programmes.	6.1.1	Complied
17	The Board ensures that internal controls for financial matters in key areas are in place with documented procedures.	6.1.2	Complied
18	The Board ensures that reviews on the charity’s internal controls, processes, key programmes and events are regularly conducted.	6.1.3	Complied
19	The Board ensures that there is a process to identify, and regularly monitor and review the charity’s key risks.	6.1.4	Complied
20	The Board approves an annual budget for the charity’s plans and regularly monitors the charity’s expenditure.	6.2.1	Complied
21	Does the charity invest its reserves (e.g. in fixed deposits)? (skip item 21 if “No”) Yes	6.4.3	Yes
	The charity has a documented investment policy approved by the Board.		Complied
FUNDRAISING PRACTICES			
22	Did the charity receive cash donations (solicited or unsolicited) during the financial year? (skip item 22 if “No”)	7.2.2	Yes
	All collections received (solicited or unsolicited) are properly accounted for and promptly deposited by the charity.		Complied
23	Did the charity receive donations in kind during the financial year? (skip item 23 if “No”)	7.2.3	Yes
	All donations in kind received are properly recorded and accounted for by the charity.		Complied

Corporate Governance

Code of Governance

S/N	Code Guideline	Code ID	Response (select whichever is applicable)
DISCLOSURE AND TRANSPARENCY			
24	<p>The charity discloses in its annual report — (a) the number of Board meetings in the financial year; and (b) the attendance of every governing board member at those meetings.</p> <p>Are governing board members remunerated for their services to the Board? (skip items 25 and 26 if “No”)</p>	8.2	<p>Complied</p> <p>No</p>
25	No governing board member is involved in setting his own remuneration.	2.2	Complied
26	<p>The charity discloses the exact remuneration and benefits received by each governing board member in its annual report.</p> <p>OR</p> <p>The charity discloses that no governing board member is remunerated. Does the charity employ paid staff? (skip items 27, 28 and 29 if “No”)</p>	6.1.3	Complied
27	No staff is involved in setting his own remuneration.	2.2	Complied
28	<p>The charity discloses in its annual report — (a) the total annual remuneration for each of its 3 highest paid staff who each has received remuneration (including remuneration received from the charity's subsidiaries) exceeding \$100,000 during the financial year; and (b) whether any of the 3 highest paid staff also serves as a governing board member of the charity. The information relating to the remuneration of the staff must be presented in bands of \$100,000.</p> <p>OR</p> <p>The charity discloses that none of its paid staff receives more than \$100,000 each in annual remuneration.</p>	8.4	Complied
29	<p>The charity discloses the number of paid staff who satisfies all of the following criteria: (a) the staff is a close member of the family belonging to the Executive Head or a governing board member of the charity; (b) the staff has received remuneration exceeding \$50,000 during the financial year. The information relating to the remuneration of the staff must be presented in bands of \$100,000.</p> <p>OR</p> <p>The charity discloses that there is no paid staff, being a close member of the family belonging to the Executive Head or a governing board member of the charity, who has received remuneration exceeding \$50,000 during the financial year.</p>	8.5	Complied
PUBLIC IMAGE			
30	The charity has a documented communication policy on the release of information about the charity and its activities across all media platforms.	9.2	Complied

Corporate Governance

FUNDING

Caritas Singapore Community Council

An annual budget is submitted for grant processing. The funds from Caritas Singapore supported mental health services and related functions that Clarity provides to the community.

Community Intervention Team (COMIT)

The Community Intervention Team (COMIT) provides assessment, counselling, therapy, case management and psychoeducation support for clients with mental health issues, including their caregivers. COMIT works closely with the community outreach teams, General Practitioners, Polyclinics and other community partners to provide holistic care to clients.

Community Foundation of Singapore

The funds supported programmes for youths as part of Clarity Singapore's Yes Initiative.

Community Silver Trust (CST)

The CST funds managed by the Ministry of Health (MOH) and administered by Agency for Integrated Care (AIC) aims to encourage donations and provide additional resources for the service providers in the Intermediate and Long-term Care (ILTC) sector to enhance their capabilities, provide value added services to achieve higher quality care, and enhance the affordability of ILTC services for beneficiaries.

RESERVE POLICY

To establish reserves at a level of at least three years of the past two years' average expenditure.



Get Involved

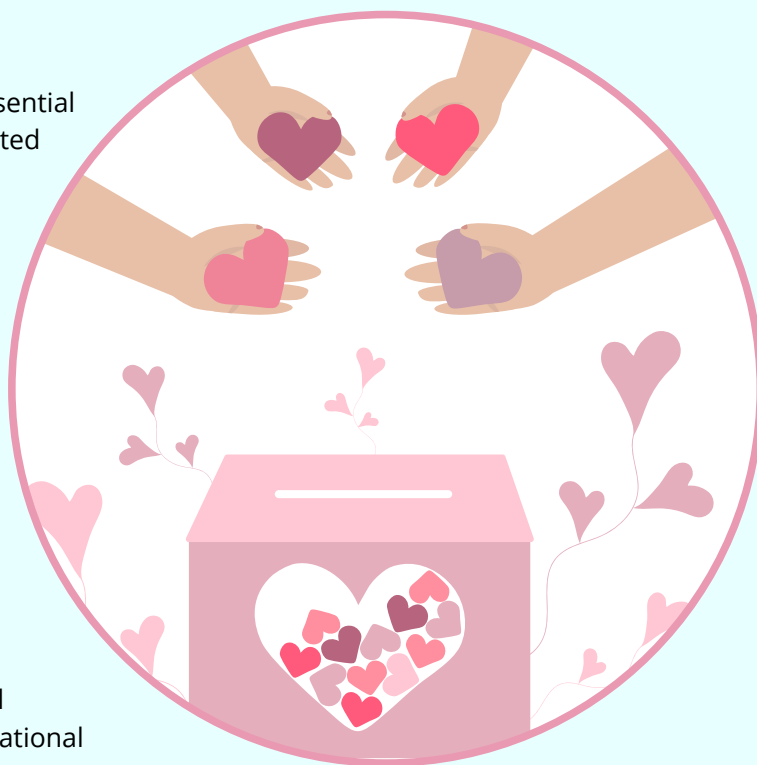
PARTNER WITH US

Corporate sponsorship will enable us to provide essential therapy services and resources for individuals affected by mental health conditions. Partner with us to customise workshops to promote your employees' wellbeing.

Explore collaboration opportunities to educate your community and church members, encouraging long-term mental wellbeing and circle of support.

GIFT TO IMPACT LIVES

Donate to support our charitable work of empowering hope and healing. Your contribution will help more people to gain access to professional counselling, psychological services and psychoeducational programmes.



ADVOCATE FOR MENTAL HEALTH

Advocacy can be exemplified in many ways such as sharing our educational resources with your friends and family. Share our initiatives and complimentary workshops on your socials to build a supportive and informed community.

Contact us: ask@clarity-singapore.org



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