



Catholic  
Family Life

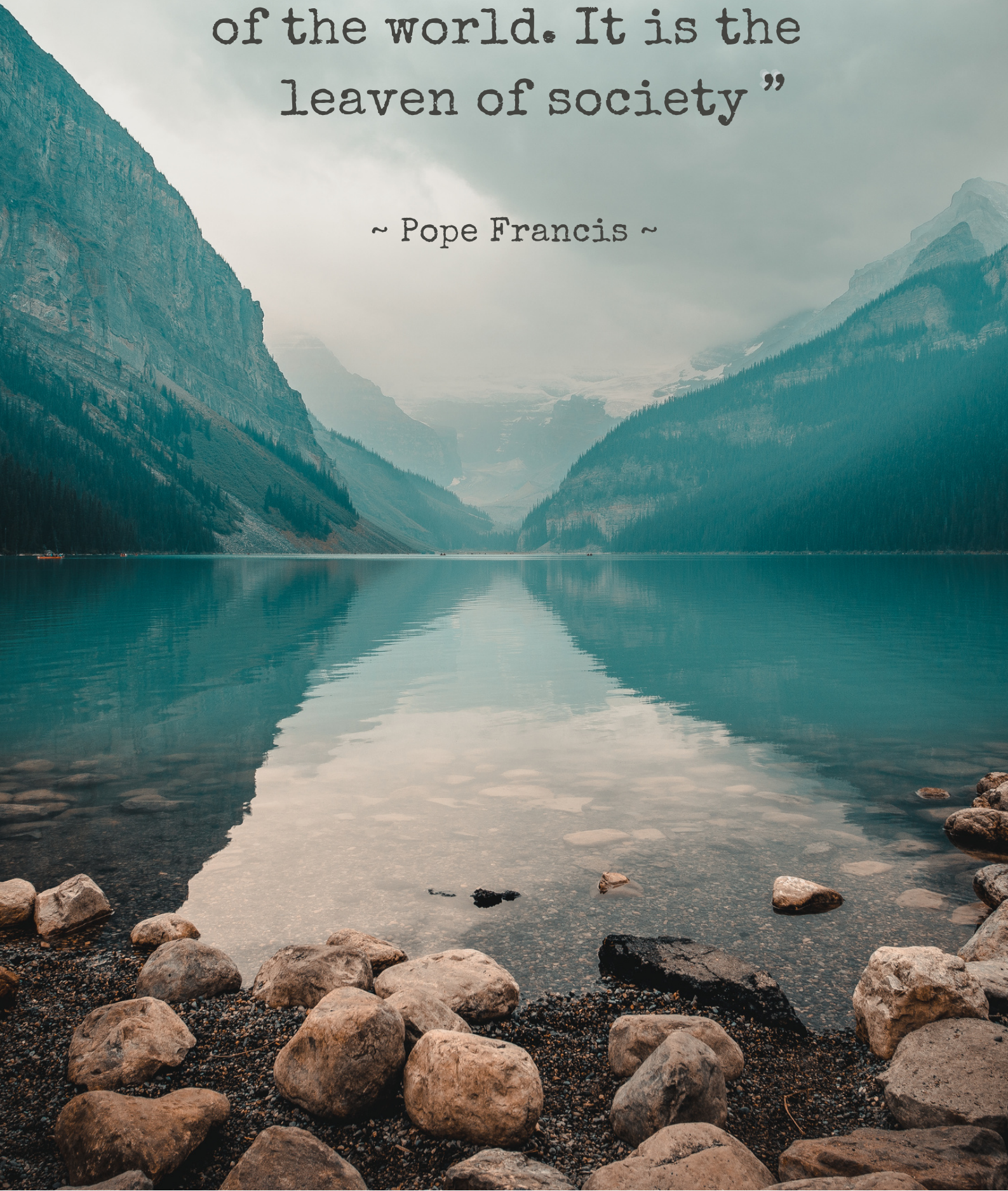
# FLOURISHING WITH YOU

ANNUAL REPORT 2021



“ The family is the salt of  
the earth and the light  
of the world. It is the  
leaven of society ”

~ Pope Francis ~





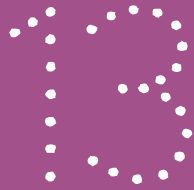
**Catholic  
Family Life**



**CHAIRMAN'S  
MESSAGE**



**CATHOLIC  
FAMILY LIFE**



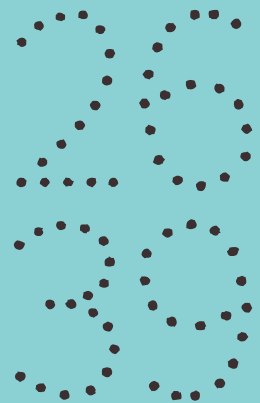
**AFFILIATES &  
ASSOCIATES**



**BOARD,  
TRUSTEES &  
STAFF TEAM**



**CFL LUMENS  
TRUST**



**GOVERNANCE  
EVALUATION  
CHECKLISTS**

# CHAIRMAN'S MESSAGE

2021 marked the first year of operations for Catholic Family Life. It also saw Catholic Family Life operating within the Covid-19 pandemic. Against that backdrop, Catholic Family Life carried on with its business of fully and successfully integrating the operations of both the Family Life Society and the Archdiocesan Commission for the Family and the novation of all of their programmes and services to Catholic Family Life.

During the year, Catholic Family Life continued to provide comprehensive marital and family therapy, child and adolescent therapy, pro-bono counselling, and pregnancy crisis and support services. Further to our mission to empower and form families through our talks and programmes, Catholic Family Life also helmed a series of seminars during the Catholic200SG Festival Talks. In the month of December, our befrienders organised the 9-day Novena and Feast Day devotion to Our Lady of Guadalupe. Other highlights of the year included our bespoke Made for More programme that we ran for several parishes and for the public.

**Love is shown more in deeds than in words**  
~ St. Ignatius of Loyola

The past year also saw Catholic Family Life participating as one of the lead organisations in the Catholic200SG year-long celebrations and the 8-day Festival, such as leading one of the many nation-wide intercessory prayer sessions; organizing the inaugural Family Conference which was conducted over two days in a virtual format; and showcasing our affiliates through family-centric talks during the Catholic200SG Festival Talks, Organisation Meet and the Virtual Organisation Fair held in December 2021.



I am heartened to see the commitment and passion exhibited by our management and staff in delivering these services and programmes to the community whom we serve.

Governance being one of our remits, Catholic Family Life embarked on a BoardPulse review conducted by the Centre for Non-Profit Leadership and the National Volunteer and Philanthropy Centre. Designed to boost the leadership and capability of the Board, processes of the Board were fortified and our compliance protocols validated, all of which will help drive the strategic direction of the Board in the coming years.

To our befrienders, donors, volunteers and friends, a very big thank you for your devotion and selfless giving of your time, expertise and donations to support our causes. We also deeply value our associates and affiliates and will continue to support and build on our relationship with each of them. As St Ignatius of Loyola once said, "Love is shown more in deeds than in words", Catholic Family Life will continue to expand its suite of services and programmes to form, empower and restore individuals, couples and families in every stage of life in order to reflect and amplify the love of God to those around us.

God bless.

*Kevin Kwek*

Board Chairman 2021



1985 to 2021 36 years

**Family Life Society**

Strengthening Families, Marriages and Life

**Family Life Society** was founded by the late Redemptorist father, Rev. Edmund Dunne, C.Ss.R, in 1985. Fr Dunne saw the importance of the family and family life, not just to the Catholic Church, but to the nation at large. From a humble single room, pregnancy crisis counselling was provided to girls and women with unplanned pregnancies. A group of dedicated lay people brought "Celebration of Life", a sexuality programme to schools and churches. To strengthen marriages and families, affiliates such as Choice, Catholic Engaged Encounter, Marriage Preparation Course and Worldwide Marriage Encounter also began in the 1980s to journey with individuals, couples and families.



2014 to 2020

7 years

Established in 2014, the **Archdiocesan Commission for the Family** exists to help empower families to be fully alive in loving as God loves, becoming intimate communities and witnesses of life and love sharing in the life and mission of the Church. Several new initiatives were introduced, such as the Catholic Family Dialogue, Symposium for Divorce, Separation and Annulment, the Catholic's Divorce Survival Guide, Couple Mentor Journey, Same-sex Attraction Symposium to address the issues that families face in Singapore.



**Catholic Family Life**

Incorporated in March 2020  
and operational in 2021

**Catholic Family Life** assumes and integrates the operations of Family Life Society and the Archdiocesan Commission for the Family. This will allow us to better focus on our Catholic roots and ethos, as we continue our efforts to form, empower and restore families to flourish in the intimate love of God. Through our programmes and services, we will continue to promote the dignity of all individuals and families, to go forth and be visible signs of God's love to the world, serving all just as the first missionaries did, regardless of race, language and religion.

# CATHOLIC FAMILY LIFE LOGO, VISION, MISSION & VALUES



## Catholic Family Life

The family surrounds the Cross, which highlights the sanctity of the family unit as Jesus has taught us. Christ is rightly placed in the centre of family life, from which the fullness of love and joy from Christ flows to the family.



### VISION

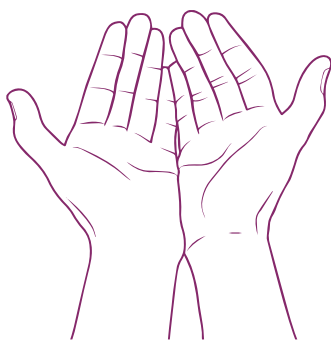
Hopeful and courageous communities upholding the dignity of human life according to God's plan

### MISSION

To Form, Empower and Restore individuals, married couples and families in every stage of life so all may flourish in the intimate love of God

### VALUES

LOVE  
INTEGRITY  
FAITH  
EMPOWERMENT



Their outstretched arms reflect how the family is fully alive when they share a strong bond, as depicted by the blue ribbon. Because of the love they share, each member is empowered to lead a vibrant, wholesome and fulfilling life while retaining their God-given unique identity as depicted by their respective colours.

This logo also looks like a burning flame, which shows how families, while grounded on the flames of Christian truths and values, are a source of light to the world.



# OUR BOARD AND STAFF TEAM

## Board of Directors

### Chairman

Kevin Kwek Yiu Wing

### Deputy Chairman

Dr Kenneth Poon Kin Loong

### Treasurer

Ng Keng Lin Eugene

### Secretary

Dr Kit Phey Ling Irena

### Members

Lim Zhi Xiang Benedict

Dr Snodgrass Alison Marion

Laura Jane Snodgrass

Lim Geok Lan Regina

Teo Pauline

## Board of Trustees

### Chairman

Martha Suen Kai Tuen

### Members

Willie Cheng Jue Hiang

Chen Kim Hin, Clement

Juliana Foo

Kevin Kwek Yiu Wing

Dr Kenneth Poon Kin Loong

Ng Keng Lin Eugene

### Spiritual Director

Monsignor Ambrose Vaz

## Staff Team

### Executive Director

Shirley Lee (appointed since 16 November 2020)

### Principal Therapist

Theresa Bung

### Finance Manager

Bernadette Lee

### Senior Manager

Lynette Lai

### Therapist

Benedict Lam

### HR and Admin

Veronica Low

Ina Sim

Katherine Yong

### Marketing & Communications

Jessie Chia

John Ong

### Education

Jacinta D'Cruz

### Research

Valerie Kwa

### Pregnancy Crisis & Support Volunteer Management

Mary John

# BOARD OF DIRECTORS

## Catholic Family Life Limited

Financial Year from 1 Jan to 31 Dec 2021

Name	Board Appointment	Appointment Date	Occupation
Kevin Kwek Yiu Wing ●●●●	Chairman (effective 1 January 2021)	9 March 2020	Joint Managing Partner, Kennedys Legal Solutions
Dr Kenneth Poon Kin Loong ●●●●	Deputy Chairman	1 January 2021	Associate Professor, National Institute of Education Nanyang Technological University
Ng Keng Lin Eugene ●●●●	Treasurer	9 March 2020 Resigned 31 December 2021	Investor
Dr Kit Phey Ling Irena ●●●●	Secretary	1 January 2021	Senior Lecturer, National Institute of Education Nanyang Technological University
Lim Zhi Xiang Benedict ●●●●	Member	9 March 2020	CEO & Chief Psychologist , iGROW Group
Dr Snodgrass Alison Marion ●●●●	Member	9 March 2020	Consultant Pediatrician, Singapore Health Services
Laura Jane Snodgrass ●●●● (Absent on 31 July)	Member	9 March 2020	Homemaker
Lim Geok Lan Regina ●●●●	Member	1 January 2021	General Manager, Interventionalists Pte Ltd
Teo Pauline ●●●● (Absent on 24 April)	Member	1 January 2021	Assistant Director, Science Communications SCELSE

● Denotes board meeting attendance which were held on 30 January, 24 April, 31 July and 27 November 2021.



# BOARD OF TRUSTEES

## CFL Lumens Trust

Financial Year from 1 Jan to 31 Dec 2021

Name	Board Appointment	Appointment Date	Occupation
Martha Suen Kai Tuen ● ● ●	Chairman	1 May 2020	Civil Servant
Willie Cheng Jue Hiang ● ● ●	Member	1 May 2020	Chairman, Catholic Foundation
Chen Kim Hin, Clement	Member	1 May 2020 Resigned 31 December 2021	Permanent Deacon, Catholic Archdiocese of Singapore
Juliana Foo ● ● ●	Member	1 January 2021	Executive Director, Catholic Foundation
Kevin Kwek Yiu Wing ● ● ●	Member	1 May 2020	Joint Managing Partner, Kennedys Legal Solutions
Dr Kenneth Poon Kin Loong ● ● ●	Member	1 January 2021	Associate Professor, National Institute of Education Nanyang Technological University
Ng Keng Lin Eugene ● ● ●	Member	1 May 2020 Resigned 31 December 2021	Investor

● Denotes board of Trustees attendance were held on 30 January, 17 June and 7 August 2021.

# CATHOLIC FAMILY LIFE LIMITED



The joy of love experienced by families is also the joy of the church

~ Amoris Laetitia 1 ~

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Activities**  
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Checklist**  
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Information**  
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# CATHOLIC200SG CELEBRATION

In 2021 we celebrated Catholic200SG, marking 200 years since the first Catholic missionaries arrived in Singapore. Catholic Family Life and its affiliates and associates joined in the year-long celebrations in various capacities to live out the theme **"Ignite and Shine with Faith"** from leading prayer sessions, to hosting a virtual family conference.

Intercessory Prayer and Prayer Marathon

Works of Charity Internship

Catholic200SG Virtual Booth

Family Life: The Joy of Love Conference

Catholic200SG Organisation Meet

Catholic200SG Festival Talks

## Works of Charity Internship



Made for Sainthood Faith Sunday Series by our interns!

“

This being my first internship, I got to learn many new things – how it's like working in an office, the way meetings are conducted, how to plan a marketing strategy, and how to interact with affiliates/partners from other organizations.

Emma

”

“

The truth is that the mission entails work to be done, and sometimes work can be overwhelming and requires sacrifice. You begin to see the character of others and yourself when times get tough. However, it is in these trials that God's love is shown.

Daniel

”

## Organisation Meet

As part of the Catholic200SG Festival held in December, we took part in the organizational fair, and presented a series of family-centric talks from 6-7 December. These talks covered a range of topics, showcasing the intricately nuanced nature of family life today, yet how each and every one of us can play a small, yet crucial part in helping families to flourish.



# CATHOLIC200SG FESTIVAL TALKS



## CATHOLIC ENGAGED ENCOUNTER

Journeying towards a God-centered Marriage

## NATURAL FAMILY PLANNING

A New Beginning  
A Light for Family Life



## COMMUNITY OF COUNSELLORS

How are you doing?

## MARITAL & FAMILY THERAPY

Introduction to Being a Marital First Responder

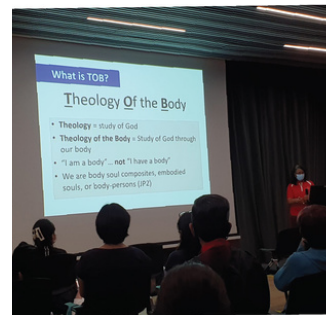


## BEGINNING EXPERIENCE

A New Beginning

## COUPLE EMPOWERMENT PROGRAMME

“This is my Body given up for you”:  
Living out the Theology of the Body in your Marriage



## PREGNANCY CRISIS AND SUPPORT

Sanctity of Life – Every Child is Precious

## CHOICE

Dating & Relationship in Today's World



## CATHOLIC DIVORCE SUPPORT GROUP

Learning to Forgive



## WORLDWIDE MARRIAGE ENCOUNTER

Mental Health

Balancing Marriage and Career

# FORMING OUR YOUNG TO FLOURISH

Made for More was developed in 2012 together with Father David Garcia, OP. Grounded in values drawn from Theology of the Body, it is delivered in 2 versions for children and parents. It covers 4 themes to equip parents to be the primary sexual educator and form their children in the truths of why we are naturally inclined to sexual honesty, dignity, respect and authentic freedom. The outcome of this programme is to empower both parents and children with a common language based on truths and values to converse on sexuality issues.



**294** Youths Touched @ **Church of Our Lady Star of the Sea**

Happy in My Skin for Parents aim to equip parents with the knowledge necessary for engaging in meaningful conversations about gender, sex and identity with their children. For the youth the same programme in a workshop style creates a safe place for robust discussions to take place.

**21** Parents  
**48** Youths  
@ **Church of the Holy Family**



## Understanding Faith & Faith Transmission

In order to be more data-driven and in preparation for our research commencing in 2022, we conducted surveys on social media and with our affiliates and associates, to gain a better appreciation of current attitudes and perspectives on the ground. One area we explored was religiosity and faith transmission, and we learnt more about how faith played a crucial role in marriages and family life. This in turn motivated individuals to pass on the faith to their children. We then created these bite-size resources to share with our affiliates and associates and on social media.

**Religiosity and Faith Transmission**  
69 Catholics surveyed and a couple and 2 individuals interviewed about the role of religion in their lives and how the faith is transmitted from generation to generation.

- 1** Mass attendance and being a part of youth community groups remain an important way of learning about the faith.
  - Mass attendance allow the individual to pray and worship as a Church, receive the sacrament of the Eucharist, and learn about the faith through the teachings from the priest/pastor.
  - Being a part of a community allow individuals to journey together with others, discovering more about the faith and themselves.
  - Both of these are different avenues in which the faith can be learned and practiced.
- 2** Personal spiritual life and encountering God
  - Feeling God's love directly and through others are both an equal means for surveyed individuals to encounter God.
  - One's personal spiritual life is also tied to how important they view the faith as part of their everyday life - the more important the faith is to them, the higher chances of them experiencing higher levels of daily spiritual experiences.

68.8% of surveyed Catholics experience a medium level of daily spiritual experience.

When asked about what helped them learn about the faith, 59.4% indicated Mass attendance and 54.9% indicated being part of a youth community.

"I remember at one point, my husband and I that we need to take some pray to God for see if this is still part of His plans to pursue parenthood!"

- 3** The role of faith in everyday life  
The role of faith and one's relationship with God is dependent on how they view their relationship with God at that stage of life.
  - Interviewed parents shared that the faith guides them in their decisions during challenging times: prayer and receiving communion is a way they lean out the faith.
  - Surveyed youth shared that being part of a youth community is an important part of experiencing and learning about the faith through their everyday life.
- 4** Mass attendance and prayer time are significantly correlated.
  - Together as a family, Mass attendance: the older they are, the more likely they will attend Mass together with their family.
  - From our interviewees, most of them take read times or post-meal times as their set time for family prayers.
  - Reflections and sharing after Mass can be considered a "follow through" and individuals are able to share how they receive the homily.
  - From our interviewees, many of them get aside time for these reflection and sharing session at home to encourage their children to share their takeaways.

75.4% of surveyed Catholics reported that their faith plays a very important role in their everyday life.

69.6% of surveyed Catholics attend Mass together as a family every week and 22.6% pray together as a family everyday.

"We always pray in the morning for the day, for the wisdom to discern what is the right thing to do, and for our hearts to be content, so that we know that we're always along what is God's will."

“ A lot of times, it was daily prayers. we always pray in the morning for the day, for the wisdom to discern what is the right thing to do, and for our hearts to be content, so that we know that we're always doing what is God's will. - Mother-of-2 Married for 3 years ”

# FORMING THROUGH FAITH STORIES

Together with other Archdiocesan organizations, we raised awareness and shared information on family-centric matters.

## Catholic News

We contributed 14 articles ranging from: **Information-centric articles** on how parents can share sexuality with their children, and challenging the traditional notion of “success” based on achievements.

**Faith reflections** from our affiliates and associate. These stories expounded on pertinent yet much overlooked topics, such as parenthood, marital intimacy, singlehood and the loss of a child.

**Stories that anchor on the church teachings** making them relevant and “alive” in the lives of readers; relating the teachings of Pope Francis in Amoris Laetitia to our family life, particularly in the lead up to our Family Conference, which was in itself inspired by the Apostolic Encyclical.



## Archbishop's Communication Office

Sharing **faith stories** on the Archbishop's Communication Office platforms, we aimed to shed light on poignant family topics.

For instance, Mr Daniel Ng, one of the speakers at our Family Conference, shared his reflection on how his faith strengthened him to sit with families experiencing grief and loss.

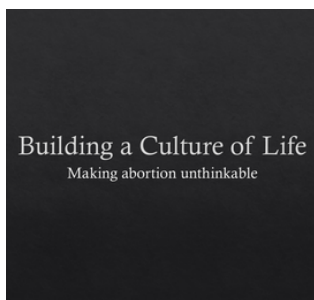


## Flourishing Families Blog

Aptly launched on Mother's Day, this blog acts as a depository of **family-centric stories and resources**, aimed to support and inspire families. Articles would range from practical tips, educational materials, to musings and reflections, all curated to enable all to grow in various seasons of family life.



# CELEBRATING THE BEAUTY OF LIFE



## Catholic200SG Festival Talk 'Sanctity of Life'

### Speakers:

- Sr Jacinta Kow, FMDM, gave the faith grounding
- Darius Lee, on the ethical and philosophical aspect

### Panelists:

- Dr Alison Snodgrass
- Andy Wee, Natural Family Planning
- Bianca Soares, Life Runners

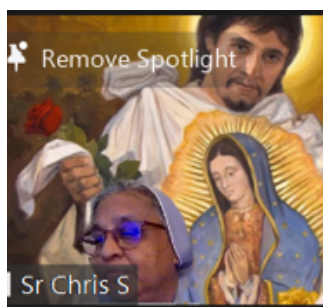
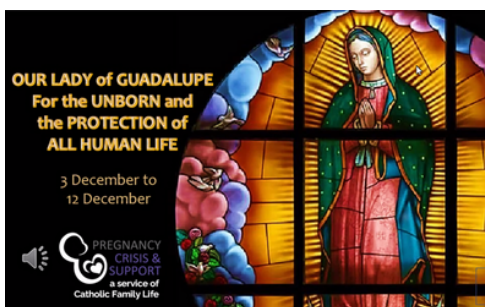
### Guest:

- Alex Yam, MP & Mayor of North West District

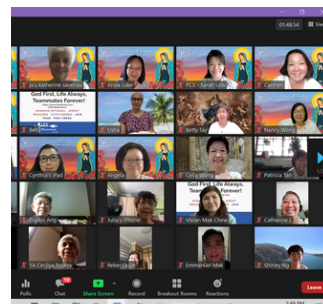
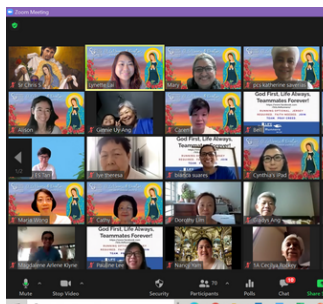
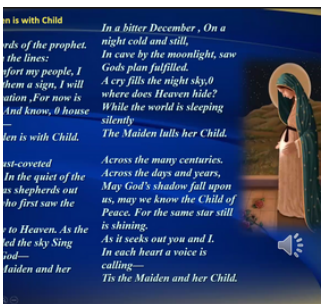


Pregnancy Crisis & Support organized from 3-12 December, Our Lady of Guadalupe Novena and Feast Day Devotion. This annual event is in honour of Our Lady of Guadalupe, protectress of the unborn. We invited prayer groups from various ministries and parishes to pray together over these 10 days for the unborn.

**363**  
Prayed Together



9-Day Novena to Our Lady of Guadalupe by PCS befrienders and friends. Feast Day Devotion by Canossian Sr Christine Santhou, sharing on the appearance of Our Lady of Guadalupe to a humble farmer, Juan Diego.



# WALKING WITH FAMILIES

## CATHOLIC FAMILY LIFE UMBRELLA OF AFFILIATES & ASSOCIATES

### AFFILIATES

CHOICE

CATHOLIC ENGAGEMENT ENCOUNTER

MARRIAGE PREPARATION COURSE

NATURAL FAMILY PLANNING

COUPLE EMPOWERMENT PROGRAMME

WORLDWIDE MARRIAGE ENCOUNTER

RETROVAILLE

BEGINNING EXPERIENCE

PIETA

CATHOLIC DIVORCE SUPPORT GROUP

### ASSOCIATES

COUPLES FOR CHRIST

CHRISTIAN FAMILY AND SOCIAL MOVEMENT

“

All of us are invited to be a church capable  
of walking at people's sides,  
which accompanies them on their journey.

---

Pope Francis



# CHOICE TO KNOW, LOVE & SERVE



27

Lives Touched

2

Weekends

Choice Singapore is a community that seeks to walk with young adults to choose wisely at life's crossroads, in their yearning to love well, in their relationship with God, to make a difference to others, and to know that even in our human frailty, our Father knows we are good, we are enough.

Choice is an enriching retreat experience for (all single and dating) young adults and working professionals. It calls for courage to embark on a journey of self-examination and commitment to make positive changes to fall in love again.

It is grounded on the following pillars:

**To Know:** Discover your authentic identity

**To Love:** Recognize you are loved

**To Serve:** Realize purpose of relationships as a vocation, regardless of married life, religious or singlehood

## What's done in 2021

- 2 Choice Weekends
- 32 Choice zoom prayer meets
- Choice Asia zoom sharing on doing weekends online
- Presented on "Single, Alone but Never Lonely" at CFL Family Conference on 6 Nov
- Led Catholic200SG intercessory prayer
- Led Catholic200SG prayer marathon x 2 slots
- Catholic200SG Organisation Meet
- Catholic200SG Festival Talk "Navigating Dating & Relationships" - 35 attendees
- 40th Anniversary mass zoom and F2F on 19 Dec



“ Choice was an incredible experience which reinforced the significance of relationships we have with others, especially our families ”

Choice Weekend Participant

# PREPARING TO FLOURISH

Catholic  
Engaged  
Encounter



A couple-centric ministry that strives to help couples discover themselves and live out the call to be one in the Sacrament of Holy Matrimony as a life-giving and lifelong commitment.

**520** Couples Touched **13** Weekends

## Program Weekends:

CEE SG delivered 13 weekends and welcomed 520 couples in 2021. This was a 25% increase in total attendance and certificates issued. All weekends were held over 2 days with 11 weekends delivered virtually from CANA UBT or the presenter's home. Prior to Phase 2 Heightened Alert, 2 in-person weekends were delivered balancing the COVID-19 guidelines and in-person program deliverables.

## Weekend Milestones:

Organic growth. We have grown our pool of presenters and supporting couples in several other roles while scaling upwards our ability to be more adaptable to external conditions that could impact us hosting a weekend. The team presented one weekend from the presenter's home during the P2HA, and the learnings from that weekend helped the community become more resilient in handling external changes and we are now able to continue hosting weekends regardless of the restrictions. These efforts have enabled us to scale up from 23 participating couples in Sep 2020 (first weekend during COVID-19) to a year later, 60 participating couples in Oct 2021. This provided us with the resource capacity to support more couples in their God centred pre-marriage journey.

## Branding:

Refreshed CEE website ceespore.sg launched on 18 Nov. Making information about the weekend program more convenient to interested couples and ability to register for a weekend via the real-time registration page. Couples that have further questions are encouraged to reach out to us for assistance.

## Events:

CEE regularly held internal activities to bring the community together and external activities that provided awareness and education on topics related to the pre-marriage preparation journey.

### Internal:

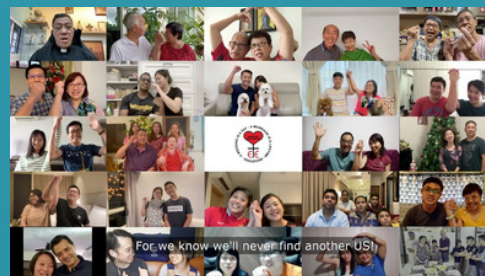
Celebratory activities - 1st hybrid event: 2020 Christmas party on 2 Jan 2021 with 66 total attendance  
2nd hybrid event: CEE 39 Anniversary party on 11 Sep 2021 with 102 total attendance

Faith nurturing activities - 13 Community prayer sessions: In tandem with the journeying with couples, community weekend prayer sessions were held for the CEE community and all its volunteering couples

### External:

CEE was heavily involved in the Catholic200SG year-long activities

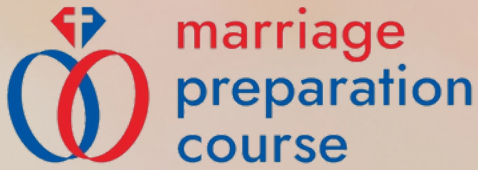
- Led the Catholic200SG Virtual Intercessory prayer on 23 Mar
- Presented with MPC at the CFL Family conference on 6 Nov
- Presented at the Catholic200SG Festival on 6 Dec
- Involved in the SYNOD process
- Featured in the Catholic200SG commemorative publication, "From Outpost to Church (1821 - 2021): Singapore's Catholic Journey"



Created CEE video: There's a new world somewhere sung by CEE couples. Unveiled at the 2020 Christmas party and replaces the physical singing of the song at the end of each CEE weekend.

East Asia: Welcomed experiencing couples from Hong Kong and Philippines.

# PREPARING TO FLOURISH



marriage  
preparation  
course

4 269

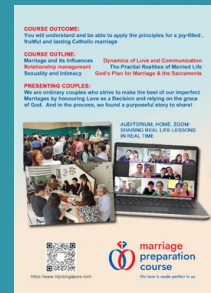
Runs Couples Attended

A couple-centric ministry that strives to help couples discover themselves and live out the call to be one in the Sacrament of Holy Matrimony as a life-giving and life-long commitment.

Couples who attended the Marriage Preparation Course took away lessons such as forgiveness and couple reconciliation. They learnt more about the Sacrament of Matrimony, an integral part of marriage preparation. The course places great emphasis on empowering couples by building on their strengths and making God as the centre of their relationship. Through sharings from presenting couples, they discovered ways to manage real-life issues such as finances, in-laws and children.

## What's done in 2021

- 4 Runs of MPC
- Catholic200SG Organisation Meet
- Presented with CEE on "Preparing Engaged Couples for Marriage" at CFL Family Conference on 6 Nov
- Catholic200SG Festival Talk "Preparing Engaged Couples for Marriage"
- Formation Session "How to Prevent Cracks in a Mature Marriage" by Couple Therapist Winifred Ling

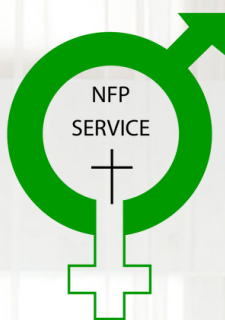


For every couple, marriage preparation begins at birth...  
prepare them to know themselves and to make a  
full and definitive commitment

~ Amoris Laetitia 208 ~

# JOURNEYING TOGETHER

NATURAL  
FAMILY  
PLANNING



146

New Couples  
Instructed

357

Follow-up  
Sessions

To educate couples on the value of the Christian marriage and family life by empowering them to use the natural means of having children and child spacing.

2021 was a year of growth for the Natural Family Planning (NFP) team, as online NFP instruction was introduced as a new service format. The team of instructors and promoters increased with 8 more individuals joining the mission.

In 2022, the NFP service aims to continue the expansion of our team of instructors and promoters, reaching out to more couples to share the beauty of love and life.

## What's done in 2021

- NFP Instruction by 25 instructors
- 12 Parish-based NFP centres
- Catholic200SG Festival Talk "NFP - A Light for Families"



Love always gives life  
~ Amoris Laetitia 165 ~

# BUILDING STRONG FOUNDATIONS



## COUPLE EMPOWERMENT PROGRAMME

1 20  
Run of CEP Couples Touched

Couple Empowerment Programme seeks to establish a post marriage catechesis for young married couples on the Catholic Church's teachings on marriage and family, developing life skills and effective parenting, and faith formation. These are conducted and directed at Parish communities to establish a parish formation and supportive infrastructure for all couples serious about enhancing marriage and family life.



At Couple Empowerment Programme (CEP), couples learn important life skills studied by modern day sociologists, psychiatrists and psychologists as they navigate through common marital issues like intimacy, communication and in-laws. They would also gain a deeper appreciation of the Catholic Church's teachings on marriage.

### What's done in 2021

- 10 face-to-face sessions
- 4 follow-up sessions that went deeper into specific areas of parenthood, work-life balance, community and family spirituality
- 6 sessions of Anchoring You in The Faith which provided couples with basic Catechesis for faith transmission to their children
- Ongoing accompaniment in Couple Community Circles
- Regular spiritual and faith formation sessions, including dedicated Men's and Women's ministries
- Monthly Duc in Altum series
- Presented with WWME on "Experiencing the Joy of Love One Day at a Time" at CFL Family Conference on 6 Nov
- Catholic200SG Organisation Meet
- Catholic200SG Festival Talk "This is My Body Given Up for You - Living out TOB in your marriage"



The Lord's presence dwells in real and concrete families, with all their daily troubles and struggles, joys and hopes ~ Amoris Laetitia 315 ~

# BUILDING STRONG FOUNDATIONS



ME weekends numbered 465 weekends to date and many Love Circles are still active. These weekends encouraged couples to enhance both their marital relationships and spiritual lives. Dialogue as a communication tool was taught and practiced during the weekend, and it empowered couples to share their feelings honestly, and to help one another discover deeper emotions. Values such as prioritizing the relationship, and making a conscious decision to love are also shared.

## What's done in 2021

- 4 ME Weekends due to challenges of COVID-19
- Continued accompaniment through the Love-Circles
- Presented with CEP on "Experiencing the Joy of Love One Day at a Time" at CFL Family Conference on 6 Nov
- Catholic200SG Festival Talks  
"The Importance of Mental Health" and "Balancing Marriage and Career"
- Catholic200SG Organisation Meet



worldwide  
**marriage  
encounter**  
Singapore

# 4

Weekends

# 77

Couples  
Touched

**Marriage Encounter is for married couples who want something more in their marriage more fun, spontaneity, excitement, communication, understanding, romance, intimacy, passion and joy. Couples as young as 2 years married and as old as 50 years married have come for Marriage Encounter and benefited from it.**

Marriage is a project to be worked on together, with patience, understanding, tolerance, generosity  
~ Amoris Laetitia 218 ~

# MARRIAGE REDISCOVERY

## RETRouvaille



Retrouvaille is a lifeline for marriages - a program to help couples heal and renew their hurting marriages. It teaches a technique to help couples improve communication and reconnect, and build stronger marriages.

Couples of all faiths or no faith background are welcomed to attend. Presenters are not trained marriage counsellors, rather couples sharing their personal stories of marital struggles and the tools they used to rediscover their love.

Retrouvaille Singapore held its first Weekend programme in 1994, and has served about 800 couples to-date. Our last Weekend was held in October 2019. Due to the pandemic, we were not able to conduct any weekends in 2020 and 2021.

**The Retrouvaille Program consists of a stay-in weekend experience combined with a series of 12 post-weekend topics held over 6 weekly sessions. It provides the tools to help put your marriage in order again. The main emphasis of the program is on communication in marriage between husband and wife. It will give you the opportunity to rediscover each other and examine your lives together in a new and positive way.**

There is no need for couples to resign themselves to a tolerable mediocrity. Each crisis becomes an opportunity to let the wine of their relationship age  
~ Amoris Laetitia 232 ~

# GRIEF & LOSS



A peer ministry for those who have lost a spouse through death, divorce or separation. Turn the pain of loss into an experience of positive growth.

In 2021, Beginning Experience was part of several talks that allowed them to shed light on the important, yet difficult topic of healing after grief and loss.

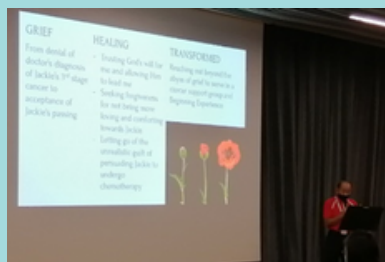
As the team looks ahead to 2022, they are poised to continue their outreach to single-again persons through accompaniment and their programmes, including the re-launch of the Beginning Experience weekend.

## What's done in 2021

- Presented with CDSG and PIETA on "Loving Through Loss" at CFL Family Conference on 6 Nov
- Catholic200SG Prayer Marathon on 18 Nov
- Catholic200SG Organisation Meet
- Catholic200SG Festival Talk 'A New Beginning'

## Programmes planned for 2022

- Online Programme 'Coping with Life Alone'
- Beginning Experience Weekend





# GRIEF & LOSS

A community of bereaved parents who journey as companions seeking God's comfort, wisdom, and hope.

When a child dies, it is difficult to feel God's love and compassion. PIETA brings bereaved parents together on a journey of healing and faith. Its monthly sessions provide a safe space for parents to speak openly about their loss, reflect on God's Word and lean on each other for support. PIETA's Memorial Mass, Retreats and other activities encourage parents to unite in prayer and strengthen their relationship with God.

## What's done in 2021

- Organisation Meet at Catholic200SG Festival on 6 December
- Annual PIETA Memorial Mass held at St Clare Hall (Church of St Mary of the Angels) on 12 November
- CFL Family Conference "Loving through Loss", co-presentation with Beginning Experience and Catholic Divorce Support Group on 6 November
- Talk on Catholic-Christian perspective on "When Grief Meets Spirituality" organized by Viriya Counselling Centre on 15 July
- Annual PIETA Retreat "Learning to Listen to Life" held at Montfort Retreat Centre from 16 to 18 April
- Faith journey video for Catholic200SG by Liz and Greg Krygsman
- Monthly PIETA Prayer sessions held on fourth Tuesday of the month



For the life of those who believe in you Lord, is not ended but changed ~ Amoris Laetitia 256 ~

# GRIEF & LOSS



In 2020, the group consisting of programme facilitators and past participants formally elected its first Executive Committee (Exco). Exco adopted the name Catholic Divorce Support Group (CDSG) for the group to become an autonomous affiliate of Catholic Family Life in 2021.

CDSG conducted online runs of their Surviving Divorce programme and continued to support individuals going through separation and divorce during the pandemic period.

## What's done in 2021

- 2 runs of the Surviving Divorce programme
- Divorce, Separation and Annulment Symposium
- Workshops 'The Prison of your Mind', "Introduction to Theology of the Body" and "Surviving the Holidays"
- Presented with Beginning Experience and PIETA on "Loving Through Loss" at CFL Family Conference on 6 Nov
- Catholic200SG Organization Meet
- Catholic200SG Festival Talk 'Learning to Forgive'

CATHOLIC  
DIVORCE  
SUPPORT  
GROUP



7

Talks/  
Programmes

248

Lives  
Touched

We are a Christ-centred support group that is committed to bringing hope and healing to those who have experienced the pain and loneliness of a broken marriage.

“ Participating in the Surviving Divorce programme gave me the opportunity to meet and know new friends whom I can confide in and support one another in facing our difficult situations.

# JOURNEYING WITH FAMILIES

# 2191

Lives Touched



Couples for Christ is a worldwide family renewal ministry, whose mission is to renew and build strong Christian marriages and families within the parishes where it is present. CFC is called to bring the Lord's strength and light to those who are struggling to be truly Christian families in the modern world. It's vision is to have families in the Holy Spirit renewing the face of the Earth. Its two-fold mission is to build the Church of the Home and to build the Church of the Poor.

Desiring to build families in the Holy Spirit, empowered to renew the face of the earth, the Couples for Christ community runs programmes and faith formation sessions meant to form and strengthen families at various stages of life, ranging from children, to singles, to couples. Service and outreach programmes are also essential to the community, as a means of bearing witness to the love of God to those around.

Our Family Ministries activities for the faith formation and transition of our young, from ages 8-12 (Kids For Christ - KFC), 13-21 (Youth For Christ - YFC) & 22-35 (Singles For Christ - SFC)



## Number of community members in

- KFC: 344
- YFC: 448
- SFC: 191
- CFC: 1208

## What's done in 2021

- YFC Parent's Honouring Night, 12 Jun – 21 youth
- KFC Senior Kids Camp, 19-20 Jun – 16 kids
- Session by Rev Fr Michael Sitaram on 17 July
- YFC National Conference, 6-7 Aug – 222 youth
- Session by Rev Fr Terence Pereira on 18 Sep
- CFC Family Ministries Conference, 16 Oct – 70 pax (leaders)
- Supported CFL Family Conference on 6 Nov and presented a Parenting session, "What Happened to this Sweet Child of Mine?"
- Supported the Catholic200SG Prayer Marathon in Nov - 2 hourly sessions of the Holy Rosary (one by couples and one by Kids)
- Youth Online Camp via Zoom 13 & 20 Nov – 90 youth
- CFC Social Ministry activities:
  - St Joseph Home Virtual Visits twice a month
  - Migrants ABBA Program (Values Formation) with ACMI for domestic helpers
  - St Joseph Home Year end Thanksgiving & Christmas Lunch on 18 Dec



# JOURNEYING WITH FAMILIES

In keeping to its charism and mission, the Christian Family and Social Movement continues its effort to help families in the faith formation and to promote a lay apostolate centred around the Christian family. Working on the theme of "Challenges to restore our human dignity through the Family in Modern Society" the movement continues its effort in building a community of God's people in the midst of the challenges in the modern society, even in the COVID-19 pandemic situation.

## What's done in 2021

- CFSM Base Groups gatherings online
- CFSM Review on 16 - 17 January
- St Joseph the Worker Day on 1 May
- Nature Walk on 19 June
- AGM 2021 & Faith Formation
- CFSM Members Guide to bring more awareness to CFSM Base Groups
- Faith Formation Online Session 13 November
- Feast of the Holy Family on 26 December Reflection and launch of CFSM Members Guide



The members of CFSM work towards building good Christian families because we believe the family is the basic building block of a good society, a good nation.

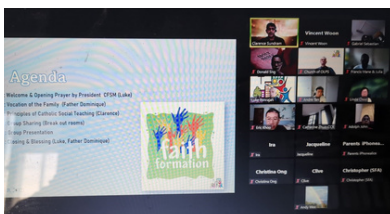
We assist all family members in living and fulfilling their various roles in the family, work place, community and nation. The family is the Church in miniature and the apostles of the families are the families themselves.

## Plans for 2022

- Review of Life Book to support our Church outreach
- CFSM Website improvement
- CFSM Newsletter in ROL format
- CFSM 60th Anniversary in Q3 2022

**12**  
Base  
Groups

**75**  
Families



Our most important pastoral task with regard to families is to strengthen their love, helping to heal wounds

~ Amoris Laetitia 246 ~

# Governance Evaluation Checklist

S/N	Code guideline	Code ID	Response (select whichever is applicable)	Explanation (if Code guideline is not complied with)
<b>Board Governance</b>				
1	<b>Induction and orientation</b> are provided to incoming governing board members upon joining the Board.	1.1.2	Complied	The Charity conducts orientation for new board members and a Board Handbook has been developed as a single point of reference for all board policies and related matters.
	<b>Are there governing board members holding staff appointments? (skip items 2 and 3 if "No")</b>		No	
2	Staff does <b>not chair</b> the Board and <b>does not comprise more than one third</b> of the Board.	1.1.3	Not Applicable	
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	Not Applicable	
4	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) <b>can only serve a maximum of 4 consecutive years</b> .  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.	1.1.7	Complied	The term limit of the Chair of the Finance Committee is four years
5	All governing board members must submit themselves for <b>re-nomination and re-appointment</b> , at least once every 3 years.	1.1.8	Complied	Board members are appointed/ re-appointed for a term of two years.
6	The Board conducts <b>self evaluation</b> to assess its performance and effectiveness once during its term or every 3 years, whichever is shorter.	1.1.12	Complied	The board evaluation is conducted annually and the findings are aggregated and discussed at a board meeting.
	<b>Is there any governing board member who has served for more than 10 consecutive years? (skip item 7 if "No")</b>		No	
7	The charity discloses in its annual report the <b>reasons for retaining the governing board member who has served for more than 10 consecutive years</b> .	1.1.13	Not Applicable	There is no board member serving beyond 10 consecutive years.
8	There are <b>documented terms of reference</b> for the Board and each of its committees.	1.2.1	Complied	The terms of reference of the board and the infrastructural and programme board committees are set out in the Board Handbook.
<b>Conflict of Interest</b>				
9	There are documented procedures for governing board members and staff to declare actual or potential <b>conflicts of interest</b> to the Board at the earliest opportunity.	2.1	Complied	There is a board policy on conflicts of interest. All board members declare their directorships and ownership interests in all other organisations, including other church organisations.

# Governance Evaluation Checklist

S/N	Code guideline	Code ID	Response (select whichever is applicable)	Explanation (if Code guideline is not complied with)
10	Governing board members <b>do not vote or participate</b> in decision making on matters where they have a conflict of interest.	2.4	Complied	Board members declare potential or actual conflicts of interest and abstain from the decision-making process.
<b>Strategic Planning</b>				
11	The Board <b>periodically reviews and approves the strategic plan</b> for the charity to ensure that the charity's activities are in line with the charity's objectives.	3.2.2	Complied	The board reviews and updates the strategic plan for the Charity through a board retreat during the year.
<b>Human Resource and Volunteer<sup>2</sup> Management</b>				
12	The Board approves <b>documented human resource policies</b> for staff.	5.1	Complied	The board has approved adopting the Human Resources (HR) Manual of the Catholic Archdiocese for the Charity's HR policies for staff.
13	There is a <b>documented Code of Conduct</b> for governing board members, staff and volunteers (where applicable) which is approved by the Board.	5.3	Complied	There is a Code of Ethics approved by the board.
14	There are processes for regular supervision, appraisal and professional development of staff.	5.5	Complied	HR processes follow those for the Archdiocese and include supervision, appraisal and development plans for staff using the Archdiocese's Performance Appraisal forms and system.
	<b>Are there volunteers serving in the charity? (skip item 15 if "No")</b>		Yes	
15	There are <b>volunteer management policies</b> in place for volunteers.	5.7	Complied	There is a Volunteer Management Policy.
<b>Financial Management and Internal Controls</b>				
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	The Board approved policies for loans, donations, grants and financial assistance are in the Finance Manual.
17	The Board ensures that <b>internal controls for financial matters</b> in key areas are in place with <b>documented procedures</b> .	6.1.2	Complied	The Charity has established guidelines on approval limits and payments, which were approved by the board. These are set out in the Finance Manual.
18	The Board ensures that reviews on the charity's internal controls, processes, key programmes and events are regularly conducted.	6.1.3	Complied	The external auditor has reviewed the processes and adequacy of internal controls and made its findings to the Audit Committee (AC). The AC conducts a review of the key processes of the Charity based on an established timeframe.
19	The Board ensures that there is a process to <b>identify, and regularly monitor and review</b> the charity's <b>key risks</b> .	6.1.4	Complied	The AC reviews the external auditors' as well as their audit findings of the Charity's risks and makes recommendations to the board.

# Governance Evaluation Checklist

S/N	Code guideline	Code ID	Response (select whichever is applicable)	Explanation (if Code guideline is not complied with)
20	The Board approves an <b>annual budget</b> for the charity's plans and regularly monitors the charity's expenditure.	6.2.1	Complied	An annual operating budget is prepared and presented to the Finance Committee, then to the board for approval. Financial reports are also tabled at the Finance Committee and board meetings.
	<b>Does the charity invest its reserves (e.g. in fixed deposits)? (skip item 21 if "No")</b>		Yes	
21	The charity has a <b>documented investment policy</b> approved by the Board.	6.4.3	Complied	The board has approved an investment policy which is in the Finance Manual.
<b>Fundraising Practices</b>				
	<b>Did the charity receive cash donations (solicited or unsolicited) during the financial year? (skip item 22 if "No")</b>		Yes	
22	All collections received (solicited or unsolicited) are <b>properly accounted for</b> and <b>promptly deposited</b> by the charity.	7.2.2	Complied	Fundraising processes and controls are properly documented.
	<b>Did the charity receive donations in kind during the financial year? (skip item 23 if "No")</b>		Yes	
23	All donations in kind received are <b>properly recorded</b> and <b>accounted for</b> by the charity.	7.2.3	Complied	Donations-in-kind of assets are accounted for in accordance with the Finance Manual, and reviewed by the external auditors.
<b>Disclosure and Transparency</b>				
24	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.	8.2	Complied	The number of board meetings and the individual board member's attendance are disclosed in the corporate governance section of this annual report.
	<b>Are governing board members remunerated for their services to the Board? (skip items 25 and 26 if "No")</b>		No	
25	<b>No</b> governing board member is involved in setting his own remuneration.	2.2	Not Applicable	Board members do not receive any remuneration.
26	The charity discloses the <b>exact</b> remuneration and benefits received by each governing board member in its annual report. <u>OR</u> The charity discloses that no governing board member is remunerated.	8.3	Not Applicable	No board members are remunerated and this is disclosed in this annual report.
	<b>Does the charity employ paid staff? (skip items 27, 28 and 29 if "No")</b>		Yes	
27	No staff is involved in setting his own remuneration.	2.2	Complied	The executive director's remuneration is reviewed and determined by the Executive Committee, with input from the HR Committee. The remuneration of staff is proposed by the executive director, and reviewed by the HR Committee and approved by the Executive Committee.

# Governance Evaluation Checklist

S/N	Code guideline	Code ID	Response (select whichever is applicable)	Explanation (if Code guideline is not complied with)
28	<p>The charity discloses in its annual report –</p> <p>(a) the total annual remuneration for <b>each of its 3 highest paid staff</b> who each has received remuneration (including remuneration received from the charity's subsidiaries) <b>exceeding \$100,000</b> during the financial year; and</p> <p>(b) whether any of the 3 highest paid staff also serves as a governing board member of the charity.</p> <p>The information relating to the remuneration of the staff must be presented in bands of \$100,000.</p> <p><u>OR</u></p> <p>The charity discloses that <b>none</b> of its paid staff receives more than \$100,000 each in annual remuneration.</p>	8.4	Complied	These are disclosed in the financial report section of this annual report.
29	<p>The charity discloses the number of paid staff who satisfies all of the following criteria:</p> <p>(a) the staff is a close member of the family<sup>3</sup> belonging to the Executive Head<sup>4</sup> or a governing board member of the charity;</p> <p>(b) the staff has received remuneration exceeding \$50,000 during the financial year.</p> <p>The information relating to the remuneration of the staff must be presented in bands of \$100,000.</p> <p><u>OR</u></p> <p>The charity discloses that there is <b>no</b> 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	The Charity does not have any paid staff who are close members of the family of the Executive Director or a board member and this is disclosed in this annual report.
<b>Public Image</b>				
30	<p>The charity has a <b>documented communication policy</b> on the release of information about the charity and its activities across all media platforms.</p>	9.2	Complied	The Charity has a board-approved communications policy.

## Notes:

1 Staff: Paid or unpaid individual who is involved in the day to day operations of the charity, e.g. an Executive Director or administrative personnel.

2 Volunteer: A person who willingly serves the charity without expectation of any remuneration.

3 Close member of the family: A family member belonging to the Executive Head or a governing board member of a charity –

(a) who may be expected to influence the Executive Head's or governing board member's (as the case may be) dealings with the charity; or

(b) who may be influenced by the Executive Head or governing board member (as the case may be) in the family member's dealings with the charity.

A close member of the family may include the following:

(a) the child or spouse of the Executive Head or governing board member;

(b) the stepchild of the Executive Head or governing board member;

(c) the dependant of the Executive Head or governing board member.

(d) the dependant of the Executive Head's or governing board member's spouse.

4 Executive Head: The most senior staff member in charge of the charity's staff.



# CORPORATE INFORMATION

## **CATHOLIC FAMILY LIFE LIMITED**

is a Company Limited by Guarantee and a registered Charity

### **ACRA/ Charity**

UEN 202008017H

### **Company Secretary**

CorpServe

### **Auditors**

Baker Tilly TFW LLP

### **Bankers**

DBS Bank Ltd

United Overseas Bank Limited

### **Registered Office**

2 Highland Road #01-03

Catholic Archdiocesan Education Centre

Singapore 549102

# CFL LUMENS TRUST



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Activities**  
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# FORM TO EMPOWER



Couples

## Forming couples to develop positive and flourishing relationships

Research shows that individuals are facing relationship and marital challenges. The talk [Positive & Flourishing Relationships](#) aims to cultivate the habits of positive emotions in order to build greater relationship resilience while [Marital First Responder Workshop](#) would develop a support network for married couples.

**6**  
Talk & Workshop

**76**  
Attended

“  
Forming the solid relationship and right communication are essential.

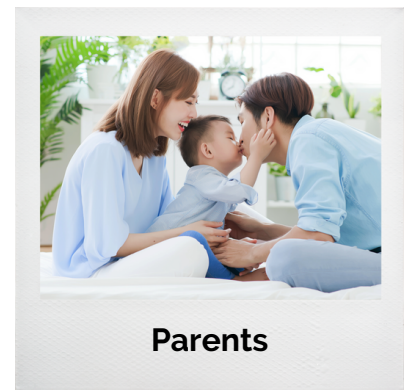
## Empowering parents to be the first educators of their children

Adding to our suite of talks on [sexuality and gender identity](#), new talks touched on prevailing topics such as [mental well-being](#), [youth stress](#), [building emotional resilience](#) and [parental communication](#).

“  
Thank you for organizing this talk... wish more people are aware of the ill effects of porn. Thanks to the speaker for sharing openly about such a sensitive topic

**15**  
Talks

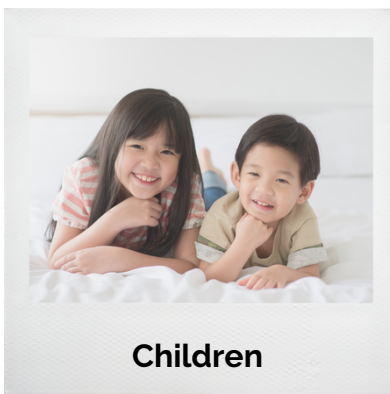
**635**  
Attended



Parents

## Restoring the beauty of human dignity and relationships

Creating a safe space to dialogue and discover truths about our [human sexuality, identity and relationships](#), giving children the knowledge to understand and respond to contemporary issues.



Children

**5**  
Talks

**67**  
Attended

“  
Getting new insights about acceptance of yourself and others

“  
It addressed sensitive issues that most are afraid of... gave me a chance to see a different view



View Details of our Programmes & Talks

# EMPOWER WITH DATA

To better understand sentiments and attitudes towards prevailing issues affecting family life today and to support our affiliates and associates to walk with families, we conducted surveys and interviews with our affiliates, associates, talk participants and our social media audience. These surveys and interviews covered 4 selected topics such as marital relationships and communications in the home.

## Some insights gained from the surveys and interviews

### Understanding Marriage: Relationship and Conflict Resolution

67 individuals surveyed, 4 couples and 2 individuals interviewed about couple communication, conflict and resolution, and what a 'successful marriage' is

- 1 Openness with each other significantly affect satisfaction levels**  
50% of surveyed individuals felt happy and satisfied in their marriage  
**What can couples do?**
  - Be a team and contribute equally
  - Create safe and open spaces for each other
  - Have respect, openness, and trust
- 2 Strong relationships are built on trust, understanding & open communication**  
5 out of 6 interviewed mentioned communications as key to the foundation of their relationship  
**What can couples do?**
  - Have deep conversations 1-2 times a week
  - Respect each other's views
  - Use common terms when discussing matters
  - Keep communication channels open
- 3 Compromise & conflict resolution affects relationship quality**
  - When a couple is able to resolve conflicts, they are likely to enjoy higher relationship quality
  - When a satisfied compromise can be reached, the couple can work through challenges together
- 4 Social & personal resources bolster marriage & family**  
**How do these resources help marriages and family?**
  - Increase interconnectedness: allow for more relations with the larger community
  - Increase social resources: increases the pool of people they can rely on or turn to in difficulties
  - Increase resource pool: traits such as resilience and self-esteem, and condition resources such as happy marriage, supportive relationships can help individuals better deal with challenges or conflicts

Social Resources are familial and community support. Personal Resources belong to an individual such as demographic characteristics (race, education, social class etc.)

### Communication in the Home

69 parents, 61 youths surveyed and 4 couples and 2 individuals interviewed about frequency and topics of conversation, and what encourages more conversations with one another

- 1 Two-way conversations and open sharing**  
Communication is a two-way effort  
**Setting aside time** to have conversations with each other is significantly associated with higher parent-child relationship satisfaction  
More time spent together allow both parties to form stronger foundations and build a relationship based on respect and understanding
- 2 Casual versus deep conversations in the family**  
Youths are generally less comfortable talking about mental health, sex and dating with their parents, as compared to parents talking about the same topics with their children  
To encourage conversations, remember PAL - Positive Language, Awareness, Listen  
Use kind and loving words, be conscious of your words, and listen with love and patience

43.4% of surveyed parents shared that they converse with their child for at least 45 minutes a day

43.4% of surveyed parents shared that they encourage open sharing and expression of emotions in the home

*"My son is very curious so he will ask me many questions and I would try my best to answer, sometimes I try not to as well, because I want him to engage his critical thinking, but I won't dismiss his questions!" - Mother of 3*

- 5 Knowing how to resolve conflicts is important for the relationship**  
29.5% of surveyed individuals have either minor or major conflicts with their spouse three or more times a month  
Constant unresolved conflicts can heighten tensions and trickle down from parents to children. Conflicts can be resolved by:
  - Heart-to-heart conversations
  - Communicate thoughts and feelings clearly
  - Listening and respecting each other's views and taking turns to share your views**Hear from our interviewees!**
  - "Communicate well with each other, have effective communication (and) you must commit to forgiving each other"
  - "Having that awareness (of childhood trauma) and then taking steps to heal from that journey... then being mindful to not pass your wounds to your children (or spouse)."
  - "Never to go to bed without actually finding a way to make peace and make sure that when you sleep at night it is like as if it was a good day for (you)."
- 6 Birth family matters but does not determine everything**  
Understanding your childhood trauma and knowing your trigger points can:
  - (a) help you to empathise with your family
  - (b) increase awareness of unconscious behaviours such as conflict avoidance or raising your voice**How to unlearn what you have learnt:**
  - Take small steps to create open communication
  - Take time to find your trigger points
  - Talk to someone who can help you understanding your triggers
  - Be conscious of how you communicate

- 3 The importance of listening**  
Listening helps to avoid conflict and misunderstanding
  - Active listening and participation of both parties encourage more conversations
  - 80/20 rule: one should listen 80% of the time and speak for the other 20%
  - Take part in sideways listening - starting casual conversations while engaging in activities such as walking, baking, or craft activities
 80% of surveyed youths shared that listening and respecting their views encouraged conversations with their parents
- 4 Gender and Communication**
  - Sampled youths indicated that they are more comfortable sharing things with their mother as compared to with their father
  - Regardless of gender, when youths feel like they are not being heard or feel dismissed, there is a tendency for them to not confide in their parents as much from then on
  - To reduce gender stereotypes during conversations, remember to not restrict your child's expressions of their emotions and struggles
 68% of youths indicated being comfortable with sharing their struggles with their mother vs 36.1% indicating the same comfort level with their father

*"(When the children) had our time and attention, they were able to talk more openly (and) share more of their struggles (with us) - Parents of 3"*

In 2022, we will be commencing our research **Building Strong Families in Singapore: A Study of Family Strength and Resources**. This research is funded by the National Council of Social Service, and aims to understand the characteristics of strong families in Singapore, to assess the current resource pool for family strength, and to create resources to building strong families.

Be a part of our Research!



# RESTORE TO FLOURISH

With our families experiencing new forms of stresses arising from the COVID-19 pandemic, our Marital and Family, Child and Adolescent Therapy Services saw issues such as marital and family, grief matters and trauma work. Learning from our experience of COVID-19 Pandemic in 2020, we offered both online and in-person therapy sessions, to cater to clients with different needs, ensuring that all would be able to receive the help and support they needed.



## 5 Talks Conducted

- 1 26 February  
Managing Marital Conflicts and their Legal Impacts
- 2 4 September  
How Are You Doing?
- 3 30 October  
Nourish to Flourish
- 4 6 December  
How Are You Doing?
- 5 7 December  
Introduction to Being a Marital First Responder

In addition, we have a community of counsellors, who are volunteers providing pro-bono counselling to 10 parishes and 2 community centers, Toa Payoh and Punggol 21. All counselling sessions were conducted online since last year due to COVID-19. In order to increase outreach 8 new volunteer counsellors were recruited in time for the new collaboration with Novena Church.

## Retrofitting to Serve Better



Our therapy reception area used to be a narrow waiting space in the middle of the walkway to pantry and office. We retrofitted this space to carve out a waiting area, brightening up with a fresh coat of paint and lights to create a cosy, private space for clients.

# RESTORE TO FLOURISH

## Marital & Family Therapy

### Top Presenting Issues

Marital



41%

Personal



21%

Child & Adolescent



17%

2471 Total Sessions  
277 New Cases

14.3%  
as compared  
to 2020



### Pregnancy Crisis & Support

65 Total Hotline Calls  
18 Babies Born

### Pro Bono Counselling



681 Total Sessions  
195 New Cases

39%  
35%

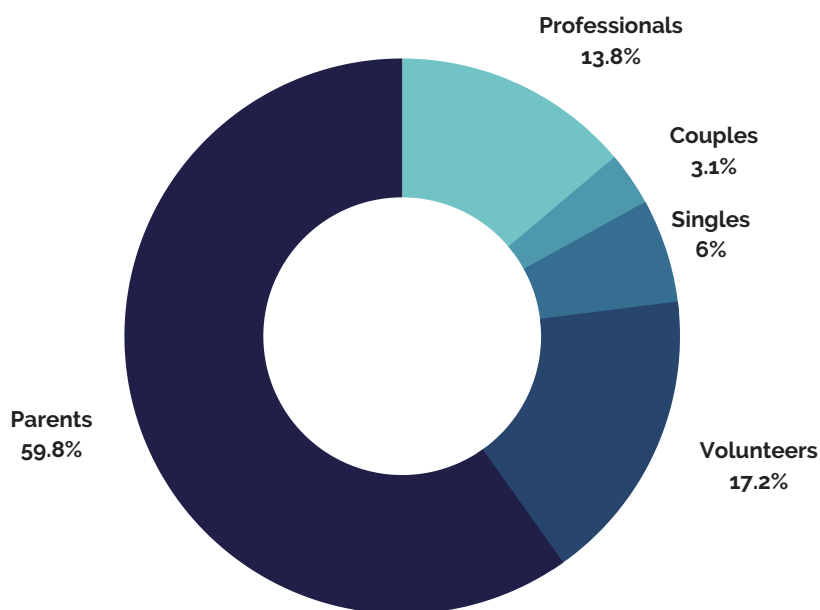
as compared  
to 2020

# FAMILY CONFERENCE 2021

## “ How can we, as an organization, support and strengthen the family unit in Singapore? ”

This question formed the core driver of our Family Conference 2021 which is also our inaugural event as Catholic Family Life . We adopted the theme **Family Life: The Joy of Love** as families experiencing love and joy contribute to the foundation of a strong and thriving society. The theme also reflected Pope Francis focus on the family when he declared 2021 as Amoris Laetitia Family Year. Coinciding with the Catholic church celebrating its 200 anniversary in Singapore, the conference was part of the many official events.

Academics, subject matter experts, family life practitioners, advocates, and families gathered to discuss trends, challenges, best practices and opportunities for collaboration as we celebrated our work in the area of education, social impact and family life for the common good.



**216**  
Day 1  
Attendees

**328**  
Day 2  
Attendees



**2**

Days

**8**

Esteemed  
Speakers

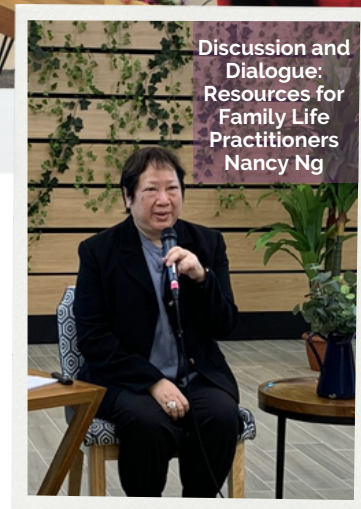
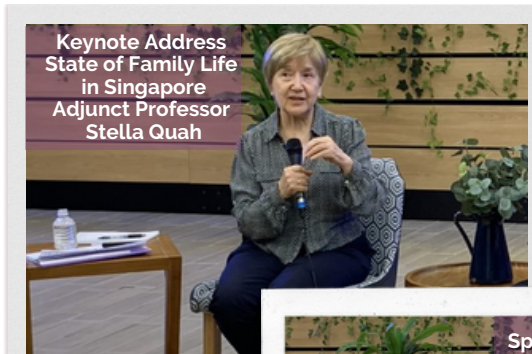
**9**

Affiliates & Associate

# FAMILY CONFERENCE 2021

Day 1: 5 November

*Family Life: The Joy of Love*



“ Dr (Fr) Charles Sim's approach in counselling couples facing difficulties based on the Catholic teaching is very highly commendable.

“ The sharings are authentic and inspiring. The speakers walk the talk. Thank you so much!



# FAMILY CONFERENCE 2021

Day 2: 6 November *Family Life: The Joy of Love*

Anchoring on our Faith:  
The Joy of Love in Families  
Building your Holy Family  
Fr Gerard Louis, C.S.R.



Building Flourishing Families:  
Growing my Marriage & Saving Others  
Introduction to Marital First Responders  
Dr (Fr) Charles Sim, S.J.



Breakout Session B  
Preparing Engaged Couples for Marriage  
Catholic Engaged Encounter & Marriage  
Preparation Course



Breakout Session A  
Single, Alone but Never Lonely  
CHOICE SG

Breakout Session D  
Parenting - What Happened to  
this Sweet Child of Mine?  
Couples For Christ



Breakout Session C  
Experiencing the Joy of Love One Day at a Time  
Couple Empowerment Programme &  
Worldwide Marriage Encounter



Breakout Session E  
Loving Through Loss (Finding God's Grace Amidst Grief)  
Beginning Experience, Catholic Divorce Support Group  
& PIETA



“

It is nice to hear the speakers speak from their experiences and I teared hearing them talk about it not just because I went through it but I can feel their emotions. My heart goes out to them.

”

“

I am especially grateful to be reminded by Fr Gerard that we are work in progress, we will reach there gradually. I love the talk, it's not too heavy and I can relate to it. I love the idea of using padlet to gather participants' responses, instead of the usual zoom chat box.

# Governance Evaluation Checklist

S/N	Code guideline	Code ID	Response (select whichever is applicable)	Explanation (if Code guideline is not complied with)
<b>Board Governance</b>				
1	<b>Induction and orientation</b> are provided to incoming governing board members upon joining the Board.	1.1.2	Complied	The Charity conducts orientation for new board members and a Board Handbook has been developed as a single point of reference for all board policies and related matters.
	<b>Are there governing board members holding staff<sup>1</sup> appointments? (skip items 2 and 3 if "No")</b>		No	
2	Staff does <b>not chair</b> the Board and <b>does not comprise more than one third</b> of the Board.	1.1.3	Not Applicable	
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	Not Applicable	
4	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) <b>can only serve a maximum of 4 consecutive years</b> .  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.	1.1.7	Complied	The term limit of the Chair of the Finance Committee is four years.
5	All governing board members must submit themselves for <b>re-nomination and re-appointment</b> , at least once every 3 years.	1.1.8	Complied	Board members are appointed/ re-appointed for a term of two years.
6	The Board conducts <b>self evaluation</b> to assess its performance and effectiveness once during its term or every 3 years, whichever is shorter.	1.1.12	Complied	The board evaluation is conducted annually and the findings are aggregated and discussed at a board meeting.
	<b>Is there any governing board member who has served for more than 10 consecutive years? (skip item 7 if "No")</b>		No	
7	The charity discloses in its annual report the <b>reasons for retaining the governing board member who has served for more than 10 consecutive years</b> .	1.1.13	Not Applicable	There is no board member serving beyond 10 consecutive years.
8	There are <b>documented terms of reference</b> for the Board and each of its committees.	1.2.1	Complied	The terms of reference of the board and the infrastructural and programme board committees are set out in the Board Handbook.
<b>Conflict of Interest</b>				
9	There are documented procedures for governing board members and staff to declare actual or potential <b>conflicts of interest</b> to the Board at the earliest opportunity.	2.1	Complied	There is a board policy on conflicts of interest. All board members declare their directorships and ownership interests in all other organisations, including other Church organisations.

# Governance Evaluation Checklist

S/N	Code guideline	Code ID	Response (select whichever is applicable)	Explanation (if Code guideline is not complied with)
10	Governing board members <b>do not vote or participate</b> in decision making on matters where they have a conflict of interest.	2.4	Complied	Board members declare potential or actual conflicts of interest and abstain from the decision-making process.
<b>Strategic Planning</b>				
11	The Board <b>periodically reviews and approves the strategic plan</b> for the charity to ensure that the charity's activities are in line with the charity's objectives.	3.2.2	Complied	The board reviews and updates the strategic plan for the Charity through a board retreat during the year.
<b>Human Resource and Volunteer<sup>2</sup> Management</b>				
12	The Board approves <b>documented human resource policies</b> for staff.	5.1	Complied	The board has approved adopting the Human Resources (HR) Manual of the Catholic Archdiocese for the Charity's HR policies for staff.
13	There is a <b>documented Code of Conduct</b> for governing board members, staff and volunteers (where applicable) which is approved by the Board.	5.3	Complied	There is a Code of Ethics approved by the board.
14	There are processes for regular supervision, appraisal and professional development of staff.	5.5	Complied	HR processes follow those for the Archdiocese and include supervision, appraisal and development plans for staff using the Archdiocese's Performance Appraisal forms and system.
	<b>Are there volunteers serving in the charity? (skip item 15 if "No")</b>		Yes	
15	There are <b>volunteer management policies</b> in place for volunteers.	5.7	Complied	There is a Volunteer Management Policy.
<b>Financial Management and Internal Controls</b>				
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	The Board approved policies for loans, donations, grants and financial assistance are in the Finance Manual.
17	The Board ensures that <b>internal controls for financial matters</b> in key areas are in place with <b>documented procedures</b> .	6.1.2	Complied	The Charity has established guidelines on approval limits and payments, which were approved by the board. These are set out in the Finance Manual.
18	The Board ensures that reviews on the charity's internal controls, processes, key programmes and events are regularly conducted.	6.1.3	Complied	The external auditor has reviewed the processes and adequacy of internal controls and made its findings to the Audit Committee (AC). The AC conducts a review the key processes of the Charity based on an established timeframe.
19	The Board ensures that there is a process to <b>identify, and regularly monitor and review</b> the charity's <b>key risks</b> .	6.1.4	Complied	The AC reviews the external auditors' as well as their audit findings of the Charity's risks and makes recommendations to the board.

# Governance Evaluation Checklist

S/N	Code guideline	Code ID	Response (select whichever is applicable)	Explanation (if Code guideline is not complied with)
20	The Board approves an <b>annual budget</b> for the charity's plans and regularly monitors the charity's expenditure.	6.2.1	Complied	An annual operating budget is prepared and presented to the Finance Committee, then to the board for approval. Financial reports are also tabled at the Finance Committee and board meetings.
	<b>Does the charity invest its reserves (e.g. in fixed deposits)? (skip item 21 if "No")</b>		Yes	
21	The charity has a <b>documented investment policy</b> approved by the Board.	6.4.3	Complied	The board has approved an investment policy which is in the Finance Manual.
<b>Fundraising Practices</b>				
	<b>Did the charity receive cash donations (solicited or unsolicited) during the financial year? (skip item 22 if "No")</b>		Yes	
22	All collections received (solicited or unsolicited) are <b>properly accounted for</b> and <b>promptly deposited</b> by the charity.	7.2.2	Complied	Fundraising processes and controls are properly documented.
	<b>Did the charity receive donations in kind during the financial year? (skip item 23 if "No")</b>		Yes	
23	All donations in kind received are <b>properly recorded</b> and <b>accounted for</b> by the charity.	7.2.3	Complied	Donations-in-kind of assets are accounted for in accordance with the Finance Manual, and reviewed by the external auditors.
<b>Disclosure and Transparency</b>				
24	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.	8.2	Complied	The number of board meetings and the individual board member's attendance are disclosed in the corporate governance section of this annual report.
	<b>Are governing board members remunerated for their services to the Board? (skip items 25 and 26 if "No")</b>		No	
25	<b>No</b> governing board member is involved in setting his own remuneration.	2.2	Not Applicable	Board members do not receive any remuneration.
26	The charity discloses the <b>exact</b> remuneration and benefits received by each governing board member in its annual report. <u>OR</u> The charity discloses that no governing board member is remunerated.	8.3	Not Applicable	No board members are remunerated and this is disclosed in this annual report.
	<b>Does the charity employ paid staff? (skip items 27, 28 and 29 if "No")</b>		Yes	
27	No staff is involved in setting his own remuneration.	2.2	Complied	The executive director's remuneration is reviewed and determined by the Executive Committee, with input from the HR Committee. The remuneration of staff is proposed by the executive director, and reviewed by the HR Committee and approved by the Executive Committee.

# Governance Evaluation Checklist

S/N	Code guideline	Code ID	Response (select whichever is applicable)	Explanation (if Code guideline is not complied with)
28	<p>The charity discloses in its annual report –</p> <p>(a) the total annual remuneration for <b>each of its 3 highest paid staff</b> who each has received remuneration (including remuneration received from the charity's subsidiaries) <b>exceeding \$100,000</b> during the financial year; and</p> <p>(b) whether any of the 3 highest paid staff also serves as a governing board member of the charity.</p> <p>The information relating to the remuneration of the staff must be presented in bands of \$100,000.</p> <p><u>OR</u></p> <p>The charity discloses that <b>none</b> of its paid staff receives more than \$100,000 each in annual remuneration.</p>	8.4	Complied	These are disclosed in the financial report section of this annual report.
29	<p>The charity discloses the number of paid staff who satisfies all of the following criteria:</p> <p>(a) the staff is a close member of the family<sup>3</sup> belonging to the Executive Head<sup>4</sup> or a governing board member of the charity;</p> <p>(b) the staff has received remuneration exceeding \$50,000 during the financial year.</p> <p>The information relating to the remuneration of the staff must be presented in bands of \$100,000.</p> <p><u>OR</u></p> <p>The charity discloses that there is <b>no</b> 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	The Charity does not have any paid staff who are close members of the family of the Executive Director or a board member and this is disclosed in this annual report.
<b>Public Image</b>				
30	<p>The charity has a <b>documented communication policy</b> on the release of information about the charity and its activities across all media platforms.</p>	9.2	Complied	The Charity has a board-approved communications policy.

## Notes:

1 Staff: Paid or unpaid individual who is involved in the day to day operations of the charity, e.g. an Executive Director or administrative personnel.

2 Volunteer: A person who willingly serves the charity without expectation of any remuneration.

3 Close member of the family: A family member belonging to the Executive Head or a governing board member of a charity –

(a) who may be expected to influence the Executive Head's or governing board member's (as the case may be) dealings with the charity; or

(b) who may be influenced by the Executive Head or governing board member (as the case may be) in the family member's dealings with the charity.

A close member of the family may include the following:

(a) the child or spouse of the Executive Head or governing board member;

(b) the stepchild of the Executive Head or governing board member;

(c) the dependant of the Executive Head or governing board member.

(d) the dependant of the Executive Head's or governing board member's spouse.

4 Executive Head: The most senior staff member in charge of the charity's staff.

# CORPORATE INFORMATION

## **CFL LUMENS TRUST**

is a charitable trust with Institution of a Public Character (IPC) status and a registered Charity

### **Charity**

UEN T20CC0003G

### **Auditors**

Baker Tilly TFW LLP

### **Registered Office**

2 Highland Road #01-03  
Catholic Archdiocesan Education Centre  
Singapore 549102

## **FINANCIAL STATEMENTS**

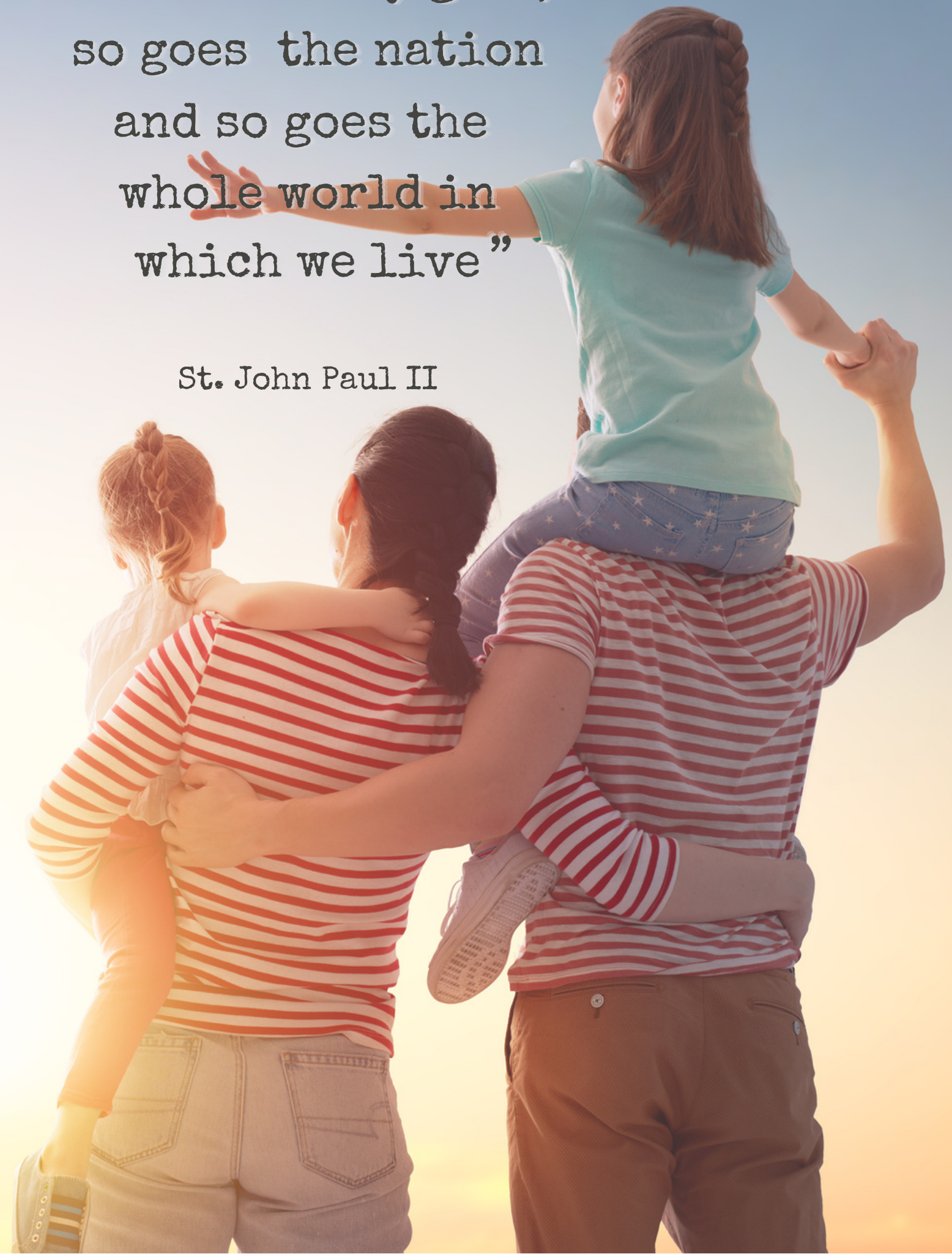
**FOR THE FINANCIAL YEAR ENDED 31 December 2021**

Full report can be viewed here:

[www.familylife.sg/FinancialStatements2021](http://www.familylife.sg/FinancialStatements2021)

“As the family goes,  
so goes the nation  
and so goes the  
whole world in  
which we live”

St. John Paul II



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