LITTLE SHEPHERDS' SCHOOLHOUSE™

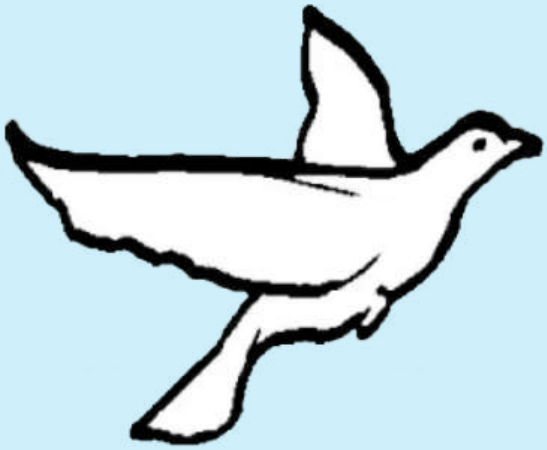
Catholic Preschool Education (Singapore) Ltd.



ANNUAL REPORT 2023

(issued 31 July 2024)

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MESSAGE FROM THE CHAIRMAN & EXECUTIVE DIRECTOR

When Catholic Preschool Education (Singapore) Ltd was formed in 2019 to consolidate all the preschools managed by the various parish churches, one of our first tasks was to establish a new curriculum that was innovative in its teaching, and aligned with the Church's teachings of universal values and virtues.

Our Education in Virtue® curriculum, developed by the Dominican Sisters of Mary, Mother of the Eucharist, and structured on the teachings of St Thomas Aquinas, continues to touch and inspire our children across seven preschools, evidenced by our observations and positive feedback from parents. This pedagogy not only inspires our children but also empowers our teachers to guide them on their journey from childhood to adulthood. The following pages in this publication cover many activities in 2023, as well as parent testimonials.

Recruitment of educators is a constant challenge due to the competitive market. We recognise our teachers as our valued assets, and we paid special focus to their well-being in the last two years, with remuneration enhancements, skills development initiatives and various activities.

In February 2023, Little Shepherds' Schoolhouse @ Church of St Anthony was awarded SPARK status by Early Childhood Development Agency. Two other centres, at Church of St Francis Xavier and St Anne's Church, will be preparing for SPARK application in 2024.

Our forward plans for CPES will focus on building our educators' capacity in 2 main areas: supporting children with developmental and special needs, and character development in our children. Education in Virtue® (EiV) is a key pillar of our curriculum, and we are deepening our educators' knowledge of EiV principles, and to effectively apply them to create a nurturing, supportive learning environment. We believe this approach will improve the socio-emotional skills of our children and foster their overall character development, shaping them into responsible global citizens. We are also studying proposals to integrate infant care into our services to better serve our community's needs.

We thank our centre leaders, teachers and support staff for their hard work and constant care for our children. We also thank our community, parishes, and clergy for their unwavering support and faith in us.

We continue to pray, and to have faith in our Lord Almighty, to guide and energise us, so we stay focused on our calling and belief –that every child, as a child of God, is a joyful learner.





Mr Benjamin Lee & **Mrs Shirley Tan**
Chairman **Executive Director**
Appointed Apr 2024 *Appointed Jan 2020*



More than a school; we are a space dedicated to nurturing faith and character development.

The tapestry of our community and service-oriented ethos is woven into the observance and celebration of Church feast days and liturgical seasons.

Prayer, a cornerstone of our school life, threads through our days, fostering an environment steeped in reverence.





ABOUT US

CPES is a faith-based preschool operator an entity of the Roman Catholic Archdiocese of Singapore, and operates seven preschool centres under the Little Shepherds' Schoolhouse brand.

CPES' purpose is to strengthen and promote virtues-based preschool education, adopting the Vision, Mission and Values statements of Little Shepherds' Schoolhouse.

Vision

Every Child is a Joyful Learner

Mission

To inspire love for learning and grow in virtues in harmony with self, the environment and society

Core Values

1. Gratitude

To appreciate the efforts made by others

2. Respect

To show positive regard for all creation, accepting them as they are

3. Attitude

To act with prudence, temperance, fortitude and justice

4. Care

To express love and concern for family, community and the world

5. Empathy

To discern and be thoughtful of the feelings of others

BOARD OF DIRECTORS

Ho Kin San
Lawyer

Lee Chee Lin Benjamin
Fund Manager

Rev Fr Benedict Chng Hak Shen
Priest

Bernadette Choo
Retired Civil Servant

Dominic Soh Kim Siong
Retired Colonel

Patsy Tan
HR Consultant

Tan Guan Leong Peter
Retired Civil Servant

Jonah Dominic Ong Seah Tatt
CFO

Lim Swee Gek, Audra
Communications specialist

Tan Kian Chew
Independent Director

Lim Kay Yi Bernard
Retired CFO (Tenure ended 28/8/2023)

Lu Soo Ai Theresa
Lecturer *(Tenure ended 15/10/2023)*

Philip Tay Chong Tzaw
Retired Bursar *(Tenure ended 31/10/2023)*

Chew Teck Hen Edwin
CEO *(Tenure ended 15/10/2023)*



Charity Overview

Catholic Preschool Education (Singapore) Ltd (CPES) was incorporated as a company limited by guarantee on 16 October 2019.

CPES was registered as a charity under the Charities Act (Chapter 37) since 1 January 2021.

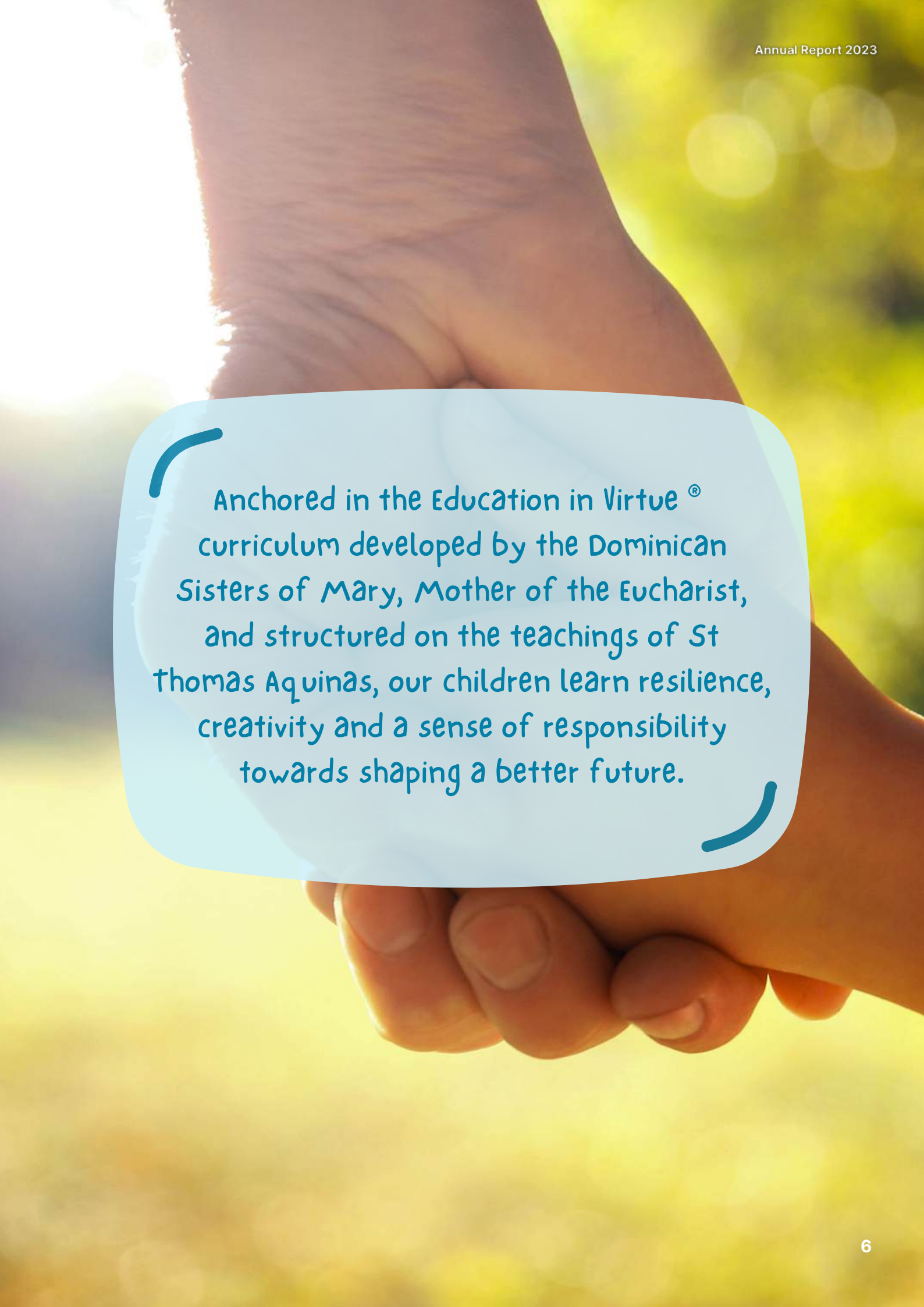
Unique Registration Number (UEN)
201934727Z

Registered address
2 Highland Road, Singapore 549102

Correspondence Address
112 Tanjong Katong Road, Singapore 437321

Auditor
Singapore Assurance PAC

Bank
DBS Bank Limited



Anchored in the Education in Virtue ® curriculum developed by the Dominican Sisters of Mary, Mother of the Eucharist, and structured on the teachings of St Thomas Aquinas, our children learn resilience, creativity and a sense of responsibility towards shaping a better future.

OUR CURRICULUM



The foundation of LSS Curriculum rests on the rich tapestry of Biblical teachings, weaving in stories, morals, virtues and values that resonate deeply with the children. Beyond imparting knowledge, the curriculum is a guiding force, encouraging students to integrate these teachings into their daily lives. Its core objective is to cultivate not just academic growth but to nurture faith and character development, fostering a robust sense of community and service.

At the heart of this educational approach is the influence of the Dominican Sisters of Mary, Mother of the Eucharist (DSME), a religious community founded in 1997 in Ann Arbor, Michigan. The DSME has crafted a transformative series of educational materials known as Education in Virtue (EiV), designed to assist children and young adults in the cultivation of virtue. CPES seamlessly integrates EiV into its curriculum, enhancing children's Social and Emotional Development (SED), a pivotal foundation for lifelong growth, and thereby building character of good moral values.

What sets our EiV programme apart is its unique presentation of virtues – not as abstract concepts, but as practical and applicable aspects of daily life. Each lesson is crafted with real-life experiences, enabling children to witness first-hand how virtues can be applied in their day-to-day interactions. Furthermore, the programme instill habits of daily prayer and reflection, empowering children to fortify their spiritual lives. In this way, CPES goes beyond traditional education, contributing to the holistic development of each child, creating a foundation that extends far beyond the classroom.

Each LSS centre features three dedicated spaces. Among these spaces, the Peace Space occupies a quiet yet prominent corner in the classroom, designed for reverence. Here, children can immerse themselves in God's presence, separated from the hustle of other classroom activities. This intentional segregation offers a retreat-like atmosphere, fostering tranquillity for contemplation and connection.

The God Space at LSS is a weekly opportunity for teachers to break the Word of God (i.e. a deeper understanding in the Catholic context) with children, employing specially crafted resources designed for age-appropriate learning. These resources are meticulously curated to make learning about the Bible and its teachings not just educational but also fun and engaging. The overarching aim of these sessions is to instill in children a genuine love for God and His Word, fostering their spiritual growth as they journey through their formative years.

The Sacred Space at LSS is a daily ritual where students come together to glorify God after the assembly. In this sacred moment of silence, they offer their prayers for others, fostering a sense of community and compassion. Before the commencement of classes, the Aaronic prayers are recited by their teachers as blessings upon the children, marking the beginning of the day with a profound connection to spirituality and shared reverence.

At LSS, children are not only nurtured in faith but also in the principles of benevolence and the cultivation of virtues. Following the example of Jesus, the Good Shepherd, who demonstrated love through acts of mercy and charity, LSS actively shapes its young learners into compassionate shepherds. This is achieved through meaningful community outreach initiatives, including partnerships with St Joseph's Home, Assisi Hospice, adoptees supported by the Society of St Vincent de Paul, and underprivileged families.

An exemplar of community engagement, Little Shepherds' Schoolhouse @ Church of the Holy Trinity distinguishes itself through a distinctive and longstanding Inter-Generational Bonding (IGBP) programme. This unique initiative fosters connections between the younger generation at LSS and seniors from Apex Harmony and St Luke's Eldercare, creating a symbiotic relationship that not only enriches the lives of the elderly but also instills valuable lessons of empathy and compassion in the young participants.



The children from Little Shepherds' Schoolhouse @ Church of St Francis Xavier meet weekly with The SFX Elders, a ministry of the Catholic Church of St Francis Xavier established on 23 July 1993. This ministry is devoted to aiding senior parishioners in aging gracefully within a faith-based environment. Each week, the children actively participate in activities such as singing and games, creating meaningful interactions with the elderly.









ACCREDITATION AND AWARDS

Singapore Pre-school Accreditation Framework (SPARK) Award

SPARK is a quality assurance framework awarded by the Early Childhood Development Agency to assist preschools in Singapore in raising their quality. This certification recognises centres with quality teaching and learning practices, which include a well-designed and integrated curriculum, and active pedagogies to support children's holistic development in an environment that is conducive for learning.

Partner Operators Appointment

Being appointed as ECDA Partner Operator (POP), we are committed to keeping school fees affordable, continuously improving quality of our programmes and developing and upgrading the knowledge and skills of our early childhood professionals.

Health Promoting Pre-schools (HPPS) Accreditation

This award from Health Promotion Board recognised Little Shepherds' Schoolhouse comprehensive school health promotion practices for students, parents and staff.

CPES currently has seven LSS centres under its charge:

	Childcare Centre / Kindergarten	Remarks
 Little Shepherds' Schoolhouse @ Church of the Holy Trinity	Kindergarten	SPARK Accredited
 Little Shepherds' Schoolhouse @ Church of Our Lady Star of the Sea	Childcare	C-POP*, SPARK & HPPS Accredited
 Little Shepherds' Schoolhouse @ Church of St Anthony	Childcare	C-POP* & SPARK Accredited
 Little Shepherds' Schoolhouse @ St Francis of Assisi - Jurong West	Childcare	SPARK Accredited
 Little Shepherds' Schoolhouse @ Church of St Francis of Xavier	Childcare	Applying for SPARK in 2024
 Little Shepherds' Schoolhouse @ St Anne's Church	Kindergarten	Applying for SPARK in 2024
 Little Shepherds' Schoolhouse @ Church of St Joseph	Childcare	C-POP* & SPARK Accredited


Our supportive and collaborative environment serves as a living classroom, enabling the children to contextualise their learning through real-world experiences.

OUR SIGNIFICANT EVENTS

Blooms in Action

Little Shepherds' Schoolhouse introduced the "Blooms in Action" programme, a significant milestone in our ongoing commitment to holistic education, aimed at enhancing the overall learning experience for the children. This innovative initiative serves as an extension of our morning programme to the afternoon, providing children with a diverse and captivating array of activities throughout the week.

The "Blooms in Action" programme was meticulously crafted with five distinct themes, each thoughtfully assigned to a specific day of the week.

The "Blooms in Action" programme not only injects a dynamic layer into our curriculum but also fosters a well-rounded educational experience. Observing the positive impact on children's engagement and enthusiasm, we eagerly anticipate the continued success and growth of this enriching initiative.





















Skills Future Careers Fair

The Early Childhood Career & Learning Fair, organised by the Early Childhood Development Agency (ECDA), took place at Northpoint City, Yishun, spanning from 22 July to 27 July 2023. Catholic Preschool Education (Singapore) Ltd actively participated in the event, securing a booth space on 24 and 25 July 2023.

Catholic Preschool Education (Singapore) Ltd utilised the opportunity to engage with attendees, share insights, and showcase the commitment to quality early childhood education. The fair served as a valuable platform for networking and exchange within the early childhood education sector.

Another exciting opportunity awaited at the e2i Early Childhood Career Fair, organised by ECDA, which was held at Kampong Chai Chee Community Club, Heartbeat@Bedok, from 25 Aug 2023 to 26 Aug 2023. This event, exclusively open to private operators, presented a focused avenue for Catholic Preschool Education (Singapore) Ltd to connect with potential talent and stay abreast of industry developments.

Participation in these career fairs aligns with Catholic Preschool Education (Singapore) Ltd dedication to fostering a skilled and passionate workforce, ensuring continued excellence in early childhood education.

Orang Utan & its Rainforest Friends - Creation C.A.R.E

Little Shepherds' Schoolhouse @ Church of St Joseph participated in the 2023 Christian Preschool Alliance's initiative, "Creation C.A.R.E (Children's Action to Rescue Earth) 2023 - Orang Utan and Its Rainforest Friends." We were grateful to collaborate with Mandai Wildlife group to raise awareness about the crucial need for conservation efforts, especially for animals like the Orang Utan, whose habitats face threats due to human activity. The Orang Utan has consistently been the Zoo's flagship animal, captivating audiences and garnering popularity since their opening!

The children enthusiastically participated in the unveiling of the Creation C.A.R.E 2023 Art Showcase, where their treasured creations and artworks held the spotlight! As the young ones approached displays featuring sculptures, dioramas, and adorable animals, their excitement soared. Pointing eagerly at their own masterpieces, they invited friends and teachers to share in the joy. Animated discussions unfolded as the children interacted with each other, expressing awe and admiration for the captivating creatures that had charmed their eyes and hearts.

The children were drawn to the educational booth presented by the Mandai Wildlife Group, offering valuable insights into a diverse range of animals found in their parks. At the booth, they had the unique chance to encounter and gently pet live insects! This hands-on experience taught the children the importance of respect and gentleness when interacting with these precious stick insects, emphasising the need to avoid causing them any distress or harm.

The excitement was palpable as Speaker Tan Chuan-Jin, also Deputy Chairman of Mandai Wildlife Group, joined them for this special occasion. Ms Yeo Wan Ling, Grassroots Adviser to Pasir-Ris Punggol Grassroots Organisations, also graced the event, touring the exhibits and exchanging greetings with the children.















Corrupt Practices Investigation Bureau (CPIB) Integrity Package

In the past few years, the CPIB has intensified its efforts in anti-corruption outreach targeted at youths, extending its initiatives to even pre-schoolers.

As part of this initiative, they have created an Integrity Package, consisting of various value-based educational materials, collaboratively developed with partners such as St Joseph's Institution and Nanyang Polytechnic.

In 2023, CPES collaborated with CPIB to enhance resources for the package. This collaboration was initiated by His Eminence Cardinal William Goh.

EVENT HIGHLIGHTS

CNY CELEBRATION CUM TOWNHALL

Catholic Preschool Education (Singapore) Ltd joyously celebrated the arrival of the 2023 Chinese New Year with a unique Chinese luncheon on 28 January 2023. The event brought together board members, teachers, and staff for a delightful 'Lo Hei' ceremony.

Mdm Teresa Oh, a senior teacher from Little Shepherds' Schoolhouse @ Church of St Joseph, and Ms Eunice Yeh, Centre Leader from Little Shepherds' Schoolhouse @ Church of Our Lady Star of the Sea, also shared inspiring stories about their journeys with Little Shepherds' Schoolhouse.

The highlight of the gathering was the 'Lo Hei' dish, an exclusive delicacy served during the Chinese New Year. As everyone eagerly raised their chopsticks, they engaged in the tradition of tossing the salad high in the air. Laughter filled the hall as everyone shouted auspicious Chinese wishes, creating a festive and unforgettable atmosphere. For many of our foreign teaching staff, this also marked their first experience with the Prosperity Toss.

Beyond its gastronomic significance, the Lo Hei symbolises our collective hopes for 2023 — a year of prosperity and success for the entire organisation.













K2 OVERNIGHT CAMP

The K2 camp held on June 20, 2023, following the challenging period of COVID, was an unequivocal success, marking a significant milestone for many children as it was their first time away from parents. Despite the mixed emotions during the send-off, parents acknowledged and appreciated the school's educational approach, which prioritises learning through exploration and play, deeming it beneficial for their children in the long run.

The camp itself was a vibrant blend of diverse and engaging activities. Icebreaker games kicked off the event, fostering interaction among the young participants. The highlight of the evening was the highly anticipated barbecue dinner, where children were grouped together, each taking responsibility for barbecuing their own food. This hands-on experience not only allowed active participation in meal preparation but also promoted a spirit of cooperation and shared responsibility within their respective groups.

As the evening unfolded, a campfire session added a touch of magic to the atmosphere. The children actively participated in a confidence-building walk, completing it successfully and gaining a newfound sense of confidence and belief.

This camp experience emphasises the significance of exposing children to new and age-appropriate challenges. Providing such opportunities not only enables them to learn self-care but also fosters independence, contributing to their overall growth and development.



NATIONAL DAY CELEBRATION CUM FAMILY DAY

The esteemed Parish Priest from the Church of St Francis of Assisi, Fr Peter Koh, respected CPES board members, and the dedicated Member of Parliament from Jurong GRC, Dr Tan Wu Meng, joyfully participated in the National Day celebration at Little Shepherds' Schoolhouse @ St Francis of Assisi - Jurong West

The day unfolded with a burst of energy during an electrifying ActiveSG workout, where participants of all ages moved and grooved to the rhythmic beats that echoed the lively and dynamic spirit of Singapore. It was a collective celebration of physical activity and national pride, bringing our community together in a shared, invigorating experience.





The children showcased their talents by presenting performances that reflected the diverse cultural landscape of Singapore. Through music, dance, and artistic expression, they highlighted the richness of our multicultural heritage. This segment not only celebrated their creativity but also underscored the importance of instilling an early appreciation for diversity among the children.

Another highlight of the day was the "Jurong Bay Sand Challenge," an engaging and thrilling activity that brought families together in friendly competition. Laughter echoed as participants cheered each other on, creating a joyous and communal atmosphere that perfectly captured the spirit of our diverse community.

This celebration of Singapore National Day went beyond a mere event; it was reaffirmation of our commitment to creating an inclusive environment that mirrors the multicultural essence of our nation. It is through such celebrations that we strengthen the bonds that unite us and honour the richness of our shared heritage.







CATHOLIC EDUCATION SUNDAY

The students from Little Shepherds' Schoolhouse @ St Francis of Assisi - Jurong West and Little Shepherds' Schoolhouse @ St Joseph Church came together during the 11:30 am Mass at the Church of St Francis of Assisi on 10 September 2023.

In a lively and joyous celebration, both schools expressed their thanks through a collective display of singing and dancing to the heart-warming melody of "A Gift to You" by Betsy Hernandez. This unified act of worship and celebration created a vibrant and memorable experience, highlighting the bond between the two communities and their shared values during this special Mass at Church of St Francis of Assisi.

Anastasia Seah from Little Shepherds' Schoolhouse @ Church of St Francis of Xavier, also participated in an art workshop facilitated by the ACCS, where participants were given the unique challenge of creating artwork envisioning themselves 10 to 20 years into the future. Despite being one of the youngest participants, Anastasia shared a profound perspective, stating,

"because God made us and God made the whole future, and so we must put our faith in God."

Her insightful comment reflects a deep understanding of faith and trust in the divine plan. Anastasia's participation in the art workshop not only showcases her artistic expression but also highlights the spiritual wisdom present even in the youngest members of the community.

TEACHERS' DAY CELEBRATION

Melissa Ng, the Centre Leader at Little Shepherds' Schoolhouse @ St Francis of Assisi - Jurong West, recognises that parents often express gratitude through gifts. However, she places importance on minimising environmental impact and act of humility by discouraging excessive gifts. In anticipation of the Teachers' Day event, Melissa proactively reached out to parents, conveying her preference for simple cards as meaningful tokens of gratitude for the teachers. This was whole-heartedly supported by the staff.

In preparation for the celebration, the planning team began gathering well-wishes from both children and parents two weeks prior to the event. Subsequently, these messages were affixed to a love message wall as part of the overall preparations. On the day of the event, the school also arranged a modest yet delightful buffet lunch for everyone. This allowed teachers to relax, free from concerns about the children, and enjoy the meal with their colleagues.

Other centres also organised distinctive activities to commemorate the occasion, featuring enjoyment, delicious food, and abundant laughter. Celebrations varied, with some centres choosing to host events in their own premises, while others opted to enjoy dining out.

CHILDREN'S DAY

All LSS centres celebrated Children's Day in their own unique and delightful ways, showcasing the vibrant spirit and creativity of our diverse community. Each centre crafted memorable experiences for our young ones, ranging from captivating dance performances to interactive activities.

Through these celebrations, we reaffirmed our commitment to nurturing and empowering every child, ensuring that they feel valued, supported, and inspired to thrive.

























ALL SAINTS' DAY

All Saints' Day was undeniably a cherished celebration at LSS. It provided a meaningful occasion to honour and remember both known and unknown saints for their profound love for God and others, culminating in their attainment of Heaven through unwavering faith.

During this special day, children were inspired and encouraged to embody their favourite saint by dressing up in commemoration of their remarkable life and contributions.

Going beyond the delight of costumes, the day's significance was enriched through engaging activities thoughtfully curated by our teachers. These activities provided a deep dive into the values and virtues embodied by various saintly figures, vividly illustrating how their lives serve as a perennial source of inspiration and resonance for our children.

Each centre tailored a series of learning experiences and activities, all leading up to a celebratory event on 1st November 2023—All Saints' Day. An illustrative example of the centre-wide initiative comes from Little Shepherds' Schoolhouse @ St Francis of Assisi - Jurong West.

During this insightful journey, both the children and teachers collaborated on a hands-on project, transforming the outdoor play area into a symbolic sanctuary for animals. The collective effort resulted in the design and construction of imaginative animal structures, creating a vibrant space for learning and play.

Taking inspiration from St Francis of Assisi's profound connection with nature and animals, the children actively participated in the construction of a chicken coop, a testament to their commitment to caring for the two new feathery additions to their school family.

Throughout the entire month of October, the centre dedicated its activities to nurturing the children's affection and compassion for animals, mirroring the enduring legacy of St Francis. This example not only showcases the unique and engaging activities undertaken by a specific centre but also underscores the initiative's success in encouraging personalised and meaningful explorations inspired by a shared theme.

PiMBY

K2 children participated in the "Pilgrimage in my Backyard," also known as PIMBY, a unique and locally-focused learning journey in the Catholic Church exploring the cathedral and delving into key figures in our local Church history.

The essence of the pilgrimage encouraged participants to take a leisurely walk, providing opportunities for reflection on the arrival and growth of the Catholic Faith in Singapore.

Questions such as "Who planted the seeds of Faith on our shores?" and "How did it sprout to all parts of the island?" guided the children in uncovering the narrative of the Catholic Faith in our local context.

This experiential journey allowed the children to connect with the history of the Catholic Faith on a personal level, fostering a deeper understanding of its roots within our community.

The PIMBY initiative proved to be an enriching experience for the children, offering valuable insights into the foundations of their faith and creating a sense of connection to the broader history of the local Church.



























COMBINED K2 GRADUATION CELEBRATION

We joyfully marked a significant milestone with our inaugural combined K2 graduation celebration, a momentous event held at the HDB Hub Convention Centre. This occasion was particularly poignant as it represented our collective return to celebratory gatherings since the onset of the COVID-19 pandemic.

The chosen theme for this graduation concert was a captivating journey through time, inviting attendees to reflect on the rich history of the Catholic faith and the transformative impact it has had on our lives. This thematic choice aimed to serve as a meaningful lens through which we could spotlight the values, teachings, and traditions that have not only shaped our community but continue to act as guiding lights for the promising journey that lies ahead for the children.

As we delved into this captivating journey through time, we shared stories of faith, resilience, and growth. It was an opportunity to not only celebrate the academic achievements of our young graduates but also to instill in them a deeper appreciation for the values that form the bedrock of our community. The theme provided a backdrop for a visually stunning and emotionally resonant graduation concert, fostering a sense of connection and continuity within our community.

This inaugural combined K2 graduation celebration was not only a moment of achievement for our young graduates but also a symbol of our resilience and unity in overcoming challenges as a community.



STAFF ANNUAL DINNER 2023

Our Staff Annual Dinner for the year 2023 was an exceptional event held at the St Joseph Church Hall. Themed around International Cultural Night, the evening unfolded as a joyous celebration of unity, camaraderie, and the remarkable talents that define our organisation.

The celebration began with the engaging National Anthem Guessing game. The hall echoed with laughter and joy as colleagues joined forces to identify various national antheMs This interactive activity not only showcased the diverse knowledge within CPES but also highlighted the spirited unity that defines our workplace culture.

The Tree Décor Award emerged as a distinctive and meaningful highlight of the evening, underscoring our company's commitment to both creativity and sustainability. In a symbolic gesture towards environmental responsibility, three teams were honoured and applauded for their exceptional efforts in crafting the most outstanding Christmas trees, all constructed using recycled materials.

This innovative approach to tree decoration not only showcased the ingenuity of our staff but also aligned seamlessly with our corporate values of environmental consciousness. By utilizing recycled materials, the teams demonstrated a forward-thinking mindset, transforming ordinary items into extraordinary displays of artistry. This creative endeavour not only reduced our ecological footprint but also served as a powerful reminder of our collective responsibility to contribute positively to the environment.

Mr Harold Ho, our Chairman, had the honour of presenting the Long Service Awards, during the ceremony. These awards were a heartfelt tribute to individuals who showcased unwavering dedication and commitment throughout their years of service. Additionally, in a poignant moment, Mr Ho personally presented a special plaque to a retiring colleague, Mdm Kordial Kor. This gesture not only acknowledged her lasting impact on our organisation but also extended warm wishes for success and fulfilment in their new journey.

The Staff Annual Dinner 2023 was a resounding success, encapsulating the spirit of unity and achievement within our organisation. As we move forward, these moments of celebration and recognition will continue to inspire us to reach new heights and create lasting memories as a united team.







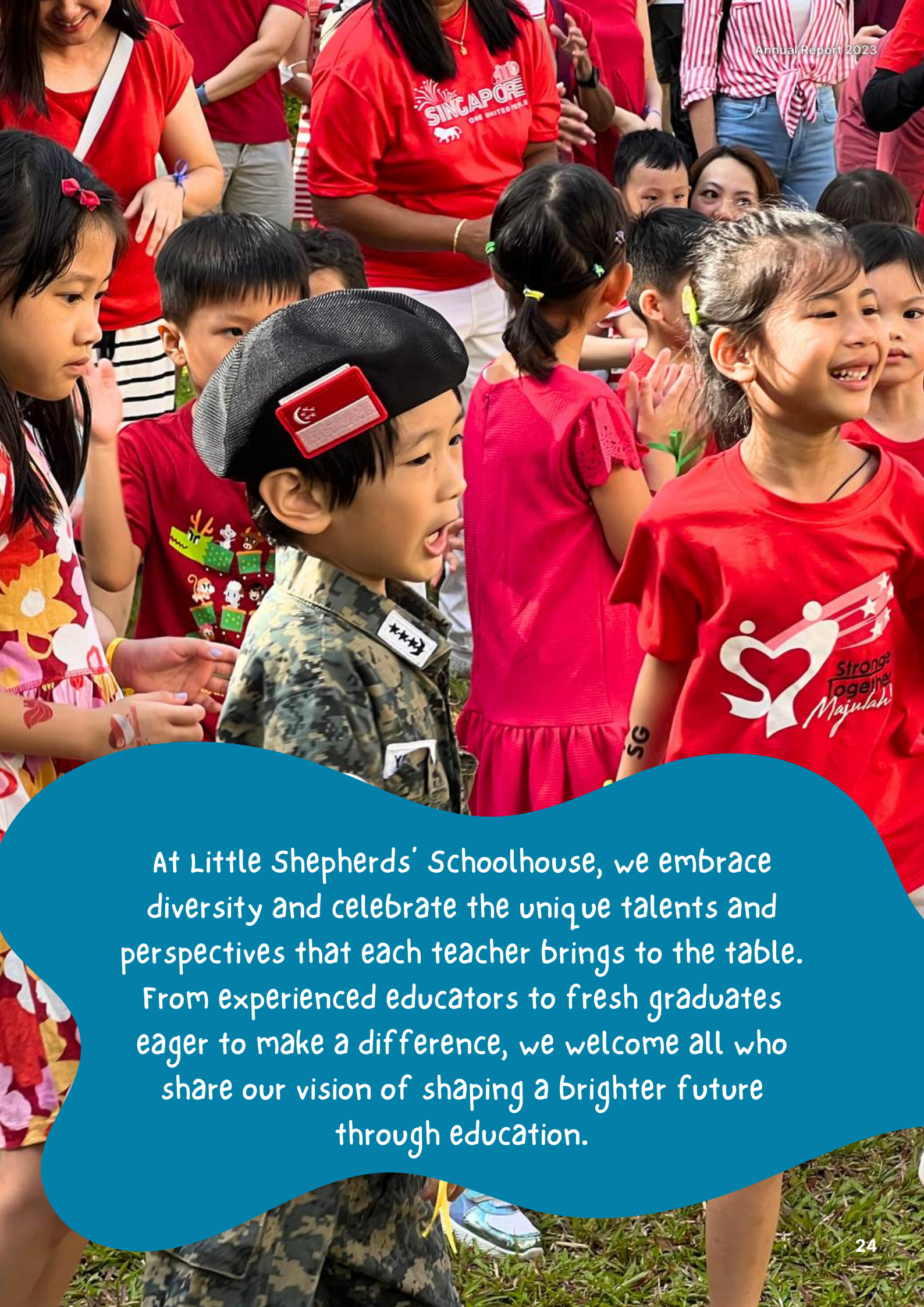












At Little Shepherds' Schoolhouse, we embrace diversity and celebrate the unique talents and perspectives that each teacher brings to the table. From experienced educators to fresh graduates eager to make a difference, we welcome all who share our vision of shaping a brighter future through education.

FINANCIAL PERFORMANCE SUMMARY

Income Statement

	FY2023	FY2022
	S$	S$
Income		
School Fees	4,923,757	5,401,500
Other Fees and Income	247,009	336,724
Government Funding	1,511,988	1,292,950
Total Income	6,682,754	7,031,174
Expenditure		
Manpower Costs	5,337,391	5,380,325
Other Operating Costs	1,354,247	1,499,133
Depreciation & Interest	365,127	228,381
Total Expenditure	7,056,765	7,107,839
(Deficit)/Surplus for the year	(374,011)	(76,665)

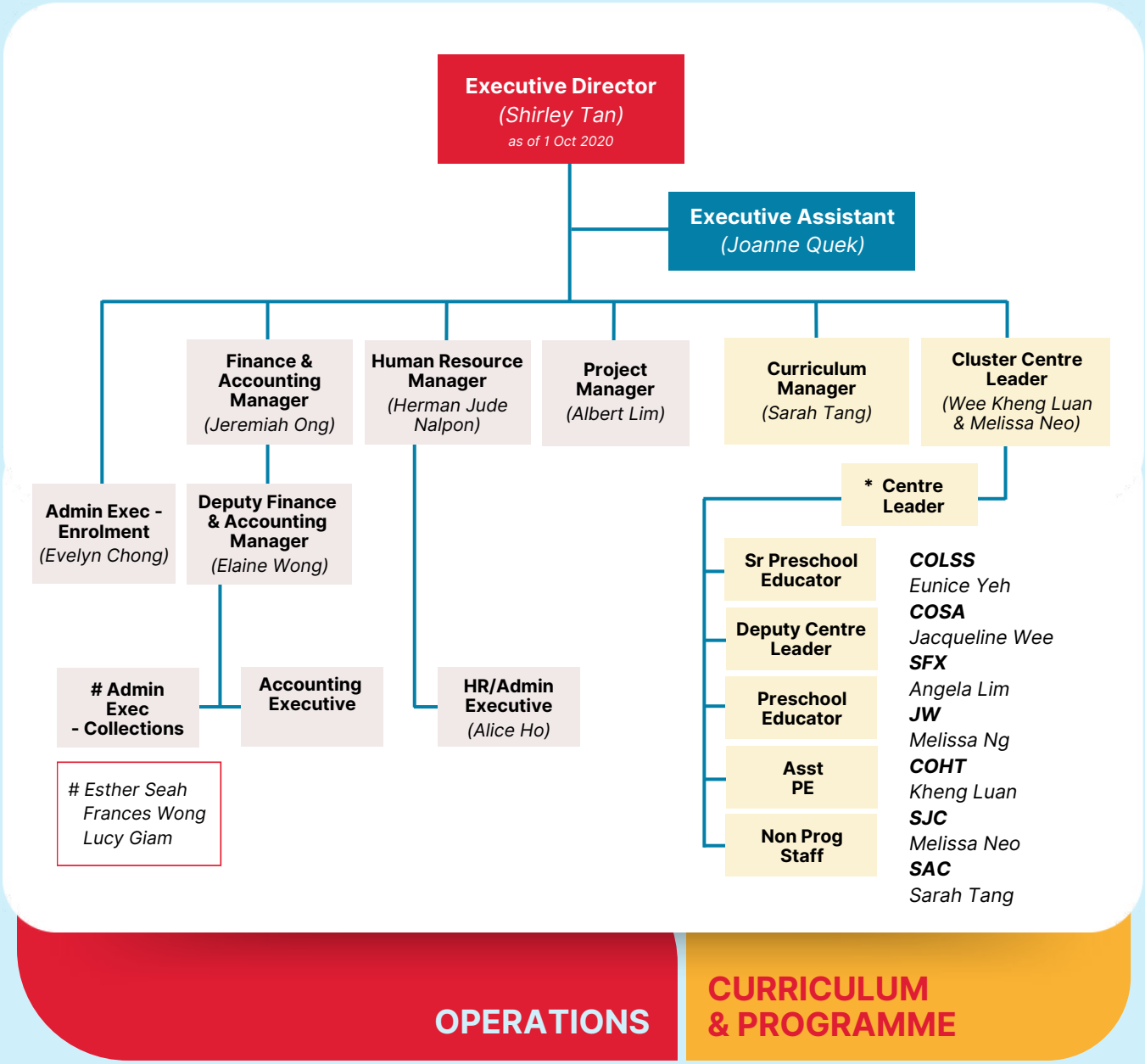
FINANCIAL PERFORMANCE SUMMARY

Balance Sheet

	FY2023	FY2022
Assets	**S$**	**S$**
Non-current Assets	3,474,379	3,665,361
Current Assets	2,816,120	2,923,626
Total Assets	6,290,499	6,588,987
Unrestricted Funds	1,771,762	2,144,806
Restricted Funds	199,033	200,000
Non-Current Liability	1,544,589	2,029,433
Current Liabilities	2,775,115	2,214,748
Total Funds and Liabilities	6,290,499	6,588,987

Major Financial Transactions
Grant received from Jesus the Light Preschool Development Fund: S$515,675

ORGANISATION CHART
Departments & teams



COUNCIL OF GOVERNANCE
Board Terms of Reference

The Board of CPES is a non-executive body consisting of independent directors.

All non-executive directors are independent, bringing a diverse range of experiences and core competencies. This diversity enables the Board to effectively contribute to CPES's mission and goals.

The roles and responsibilities for the Board includes:

1. Embrace and endorse the Vision, Mission, Values, and strategic plan of CPES.
2. Approve the annual implementation plan to ensure alignment with CPES's strategic plan.
3. Ensure CPES's focus and direction are consistent with the expressions of its Members.
4. Uphold the spiritual and moral integrity of CPES.
5. Perform Board Director duties responsibly and diligently.
6. Stay informed about trends in the early childhood sector and other factors that could impact CPES.
7. Foster goodwill and team spirit among CPES Board Directors, management and staff for the collective interest of CPES and in the spirit of unity.
8. Maintain independence and objectivity, exercising fairness, integrity, and ethics in executing their duties.

MEETING ATTENDANCE

Catholic Preschool Education (Singapore) Ltd is governed by a Board of Directors, which is the governing body responsible for overseeing and managing CPES. Reporting to the CPES board are committees appointed by the Board of Directors for the service units as well as the Finance, Human Resource and Curriculum committees.

NAME	DESIGNATION	MEETING ATTENDANCE	DATE OF FIRST APPOINTMENT	NO OF YEARS SERVED
Mr Ho Kin San	Chairman	4/4	01/11/2020	3
Mr Benjamin Lee Chee Lin	Deputy Chairman	4/4	01/11/2020	3
Mr Bernard Lim Kay Yi	Treasurer	3/4	29/08/2021 *(Tenure ended 28/8/2023)*	2
Rev Fr Benedict Chng Hak Shen	Spiritual Director	2/4	16/10/2019	4
Ms Bernadette Choo	Board Member	3/4	01/01/2023	1
Mr Edwin Chew Teck Eng	Board Member	3/4	16/10/2019 *(Tenure ended 15/10/2023)*	4
Dr Theresa Lu Soo Ai	Board Member	3/4	16/10/2019 *(Tenure ended 15/10/2023)*	4
Mr Dominic Soh Kim Siong	Board Member	4/4	16/10/2019	4
Mr Philip Tay Chong Tzaw	Board Member	3/4	01/11/2020 *(Tenure ended 31/10/2023)*	3
Ms Tan Patsy	Board Member	3/4	01/11/2020	3
Mr Peter Tan Guan Leong	Board Member	4/4	01/11/2020	3
Mr Tan Kian Chew	Board Member	2/2	30/5/2023	1
Mr Jonah Dominic Ong Seah Tatt	Treasurer (Appointed 29/8/23)	2/2	30/5/2023	1

No board members are remunerated for their service in the Board for the financial year.

** Attendance is indicated as the number of meetings attended over the number of meetings scheduled between January 2023 to December 2023. Apologies for absence from the meetings together with the reasons for absence were given and acknowledged by the Board.*

COMMITTEES

Human Resource Committee



Chairman
Ms Tan Patsy

Committee Members
Ms Stephanie Yap & Ms Amy Tan

The Human Resources Committee is responsible for overseeing CPES's human resource policies and strategies. The committee ensures that CPES has adequate and effective HR functions, policies, and strategies to meet statutory and regulatory compliance, as well as to align with CPES's overall strategy.

Audit & Risk Committee



Chairman
Mr Tan Kian Chew

Committee Members
Mr Tan Guan Leong Peter & Mr Benedict Teo

The Audit Committee is responsible for overseeing CPES's financial reporting process, internal controls, and audit functions. The committee ensures the integrity of financial statements, compliance with legal and regulatory requirements, and the performance of internal and external auditors.

Finance Committee



Chairman
Mr Jonah Dominic Ong Seah Tatt

Committee Members
Mr Kevin Lee Hien-Weng
& Ms Yee Mei Emmie Luei

The Finance Committee is responsible for overseeing CPES's financial health and ensuring sound financial management. The committee reviews and approves budgets, monitors financial performance, and ensures compliance with financial policies and regulations. It provides strategic financial guidance, supports fundraising efforts, and ensures the CPES's resources are used efficiently and effectively to support its mission and goals.

Curriculum & Standards Committee



Chairman
Ms Bernadette Choo

Committee Members
Dr Dawn Wu, Mdm Elizabeth Tan, Dr Jennifer Kiing & Ms Juliana Conceicao-Khng

The Curriculum & Standards Committee plays a pivotal role in ensuring the highest quality of education and training within CPES. The committee is dedicated to developing, reviewing, and maintaining robust curriculum standards that meet the evolving needs of our students and the professional industry.

GOVERNANCE



Conflict of Interest Policy

All Board members and staff are required to comply with CPES' conflict of interest policy. The Board has established documented procedures for members and staff to declare actual or potential conflicts of interest regularly and as needed.

Board members also abstain from and do not participate in decision-making on matters where they have a conflict of interest.



Whistle-blowing Policy

CPES maintains a zero-tolerance policy towards malpractice, impropriety, statutory non-compliance, or wrongdoing by staff, consistently upholding the highest standards of integrity across all operations.

The Management has established a formal procedure for employees and the public to report concerns regarding unethical or illegal conduct, irregularities, or malpractices. This process ensures that individuals can raise issues without fear of harassment or victimisation, with the assurance that their concerns will be taken seriously, thoroughly investigated, and that the outcomes will be communicated appropriately.

TESTIMONIALS



WHAT PARENTS SAY

From the beginning, it became apparent that Little Shepherds' Schoolhouse @ Church of the Holy Trinity transcends the conventional definition of a school; it is a sanctuary where differences are not only embraced but celebrated.

The commitment of the educators to personalised learning plans has left an indelible mark on my child's educational journey.

The transparent communication and collaborative approach with parents have forged a partnership ensuring each child receives the tailored support they require.

What makes Little Shepherds' Schoolhouse @ Church of the Holy Trinity truly distinctive is the profound sense of community. The kindness and empathy demonstrated by both staff and students have cultivated an environment where my child feels not merely accepted but genuinely valued. The adherence to Catholic values contributes to an atmosphere of compassion and acceptance, positively influencing my child's overall well-being.

Beyond its affordability, the inclusivity exemplified by Little Shepherds' Schoolhouse @ Church of the Holy Trinity has fostered an environment where every child, regardless of background or financial status, experiences a genuine sense of welcome.



This commitment to providing an affordable yet high-quality education ensures that families like ours can afford our children the opportunities they rightfully deserve.

Our decision to select this institution has proven to be an excellent one. We extend our gratitude for being a school where diversity is not only celebrated but where every child is afforded the chance to thrive. We feel privileged to be part of an institution that not only values academic excellence but also recognises the significance of making education accessible to all.

Thank you for being a beacon of affordability and inclusivity in education! May God bless the entire organisation, educators, staff, and students.

Evangelyn Lynn Chan
Parent of Percival Evandale Chan Kho
Little Shepherds' Schoolhouse
@ Church of the Holy Trinity



I would highly recommend Little Shepherds' Schoolhouse to any parent looking for a nurturing and educational environment for their child. The teachers exhibit unwavering dedication and care, fostering a warm and inviting atmosphere that has greatly benefited both of my young ones, Renae (5) and Ezra (3).

The curriculum, thoughtfully designed to encompass academic, social, and physical development, has played a pivotal role in their holistic growth. My children have undergone remarkable transformations since their initiation into the preschool, a testament to the love and consistent encouragement they receive from the exceptional staff and teachers.

I am sincerely appreciative of the profoundly positive impact the school has had on my children's early years.

Ng Jan Ying
Parent of Ezra Avery Chew
& Renae Beatrice Chew
Little Shepherds' Schoolhouse
@ Church of St Francis of Xavier

As Catholics, enrolling our son in a Catholic preschool held paramount importance for us. We are glad that the teachers and staff at LSS are caring and committed to the children.

Our son's genuine love for going to school has flourished within the conducive and comfortable environment provided by LSS.

We appreciate the constant updates and feedback from his teachers and principal, which has been beneficial for his growth and development.

We maintain a deep trust that he will persist in relishing his learning journey at school, and we eagerly anticipate enrolling our daughter there when she reaches the appropriate age.

Alina Low Mei Jia
Parent of Seah Jun Le Ignatius
Little Shepherds' Schoolhouse
@ Church of St Francis of Xavier



先生和我都很庆幸我们的孩子可以在 Little Shepherds' Schoolhouse @ Church of St Francis of Assisi 这个充满爱的大家庭里学习生活。

LSS开阔的室外活动空间有树有草有花有沙地有秋千，孩子们在贴近自然的绿色环境里里快乐地学习玩耍；后院的菜园子让孩子们有机会亲自体验翻土种菜浇水收获的乐趣；开放式的教室里布置了各种学习角-阅读、绘画、音乐、手工、实验，学习教具归置得井井有条；不定期地展示并更换孩子们用环保材料创作的手工作品，在潜移默化中培养孩子们发现观察欣赏美好事物的意识和能力。

我们由衷感谢LSS的老师们精心组织的各种主题活动。不同的主题活动激发孩子们去认识文化的多元性，去了解不同的人文风俗，去创造充满童趣童真的艺术作品。各种主题活动也是连接学校，家长和社区的桥梁，使家长和孩子，家长和老师的联系更加紧密。所以每一位家长都见证了孩子在LSS的成长，见证了LSS的发展壮大。

最后特别感谢我们孩子的老师Mrs Dcruz 和华文老师何老师。两位老师不仅是孩子学习书本知识的引路人，更是热爱生命爱护自然的践行者。Mrs Dcruz 带领孩子们观察在教室外屋檐下筑巢的鸟妈妈敷蛋，何老师不辞辛劳每周一从家里带来鸡宝宝让孩子们观察鸡宝宝的成长，周末的时候再带回家。在这个过程中，孩子们体会生命蓬勃生长的快乐，也体会到失去生机的悲伤。我觉得这是非常有意义的生命教育。

谢谢LSS的领导和老师们的辛苦付出。

薛幸
Parents of 薛凯阳
Little Shepherds' Schoolhouse
@ Church of St Francis of Assisi - Jurong West



Thanks to Little Shepherds' Schoolhouse for the continuous support and professional guidance throughout my child's entire school journey.

I am sincerely grateful to Teacher Zheng Laoshi, Wang Laoshi, Zhang Laoshi, as well as the cook and aunty for their invaluable assistance to my child.

I have witnessed my child's growth in both academic and social skills.

He feels confident in undertaking every single task, striving to give his best independently while receiving guidance from the principal and teachers at Little Shepherds' Schoolhouse.

Sukumar Sugirtha
Parent of Kumaravel Sugirtha Kartikeyan
Little Shepherds' Schoolhouse
@ Church of St Anthony

DIRECTORY OF SERVICES



CHILDCARE SERVICES

@St Joseph's Church
Centre Leader: Ms Melissa Neo
Senior Deputy Centre Leader: Ms Linda Wah
Deputy Centre Leader: Ms Jacqueline Wee
Address: 600 Upper Bukit Timah Road, S679331

@Church of St Francis Assisi – Jurong West
Centre Leader: Ms Melissa Ng
Address: 47 Jurong West St 42, Singapore 649368

@Church of St Anthony
Centre Leader: Ms Angeline Wong
Deputy Centre Leader: Ms Jacqueline Wee
Address: 331 Woodlands Ave 1, #01-421,
Singapore 730331

@Church of our Lady Star of the Sea
Centre Leader: Ms Eunice Yeh
Address: Block 235 Yishun St 21
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@Church of St Francis Xavier
Centre Leader: Ms Angela Lim
Address: 63A Chartwell Drive,
Singapore 558758

KINDERGARTEN SERVICES

@Church of the Holy Trinity
Centre Leader: Ms Wee Kheng Luan
Address: 20 Tampines St 11, Level 2,
Singapore 529455

@St Anne's Church
Centre Leader: Ms Sarah Tang
Centre Leader: Ms Charlyn Yau
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