

The Greenhouse
Community Services Ltd

ANNUAL REPORT 2020



CHAIRMAN'S MESSAGE

Dr Rayner Kay Jin Tan



The Coronavirus Disease 2019 (COVID-19) was declared a public health emergency of international concern in January 2020, and it has had a major economic and social impact around the world. Singapore saw its first case in January 2020, and subsequently implemented our circuit breaker measures from April to curb the spread of COVID-19. Efforts by the Singapore government have been swift and effective, and many groups in civil society stepped up to support those who had fallen through the cracks in spite of government support, both in terms of finances and mental health.

In spite of, and because of the COVID-19 pandemic, we have seen an uptick in the number of clients received over the past year. This meant prioritising several urgent and emerging needs for The Greenhouse Community Services Ltd and our beneficiaries.

First, we had to think fast and hard about how our services had to evolve to adhere to the fast-changing safe management measures in the context of the COVID-19 pandemic. This meant bringing many of our services — counselling, peer support, and group therapy — online, and working harder to ensure that beneficiaries felt safe and supported when accessing these services digitally instead of meeting face-to-face.

To this end, we helped several community-based groups, such as twelve-step groups and SMART recovery groups adapt to providing hybrid models of support and therapy. For instance, we conducted online case conferences and meetings wherever possible, and adhered to safe management measures when conducting activities for our clients at the centre.

Second, as the COVID-19 pandemic exacerbated existing risk factors for substance use among our clients, we implemented interventions that were effective, appropriate, and backed by research studies that we, an evidence-based recovery centre, conducted over the past two years.

Our research gave us deep insights into risks related to substance use and recidivism, strengthened our understanding of trauma-informed care, and aided the development of our programmes, such as our peer support programme, counselling programme, and caregivers programme.

Overall, this was a significant year for The Greenhouse, not just in terms of growth in capacity and number of clients, but as a viable and sustainable part of the social service ecosystem in Singapore. The Greenhouse received approval for charity status in December 2020, and has come under the coordination of the Ministry of Social and Family Development.

We look forward to being a productive and responsible member of the substance use recovery and prison aftercare landscape in Singapore, by supporting clients who may not feel like they identify with or belong to existing services, and co-creating knowledge with our fellow service providers through our capacity-building workshops and training sessions.

We look forward to yet another year of growth!

“When you plant lettuce, if it does not grow well, you don't blame the lettuce. You look into the reasons it is not doing well. It may need fertilizer, or more water, or less sun. You never blame the lettuce.”

- Thich Nhat Hanh



A WORD FROM OUR FOUNDER

Mr Alaric Tan

2020 was a year of growth for The Greenhouse. After six months of intensive planning and preparation from January to June, we rolled out our Capability and Capacity-building programme. This programme was designed to consistently provide a higher standard of care to more people seeking help at our centre. The timing couldn't be better as the sense of isolation and alienation already experienced by those who struggle with addiction was exacerbated by the circuit breaker. While the centre typically receives 50 new clients every year, we saw 60 new clients in the last six months of 2020 alone.

As a substance addiction recovery centre serving marginalised and vulnerable communities who wish to stop using drugs and alcohol, such as those who are LGBT, HIV+ and the formerly incarcerated, The Greenhouse was run as a special project under Intersect Enterprises Pte Ltd for many years, as we did not believe that we would be able to secure funding from government agencies or corporate organisations.

But at the encouragement of community partners that we've worked with, we decided to take a leap of faith and apply for charity status. This entailed adopting a proper legal structure and setting up a board of directors under The Greenhouse Community Services Ltd.

I am very happy to announce that The Greenhouse is now a registered charity. It has always been our belief that anyone who wishes to stop using drugs or alcohol deserves competent and compassionate care, regardless of our beliefs about them, or about addiction. Being conferred charity status is an acknowledgement that this simple and profound belief is widely shared — thank you for believing in The Greenhouse, and for believing that those who wish to stop using drugs and alcohol are also good people who wish to get better.



The Greenhouse Founder Mr Alaric Tan

The Greenhouse is dependent on public donations for operations. If you find value in the work that we do, please consider making a donation at:

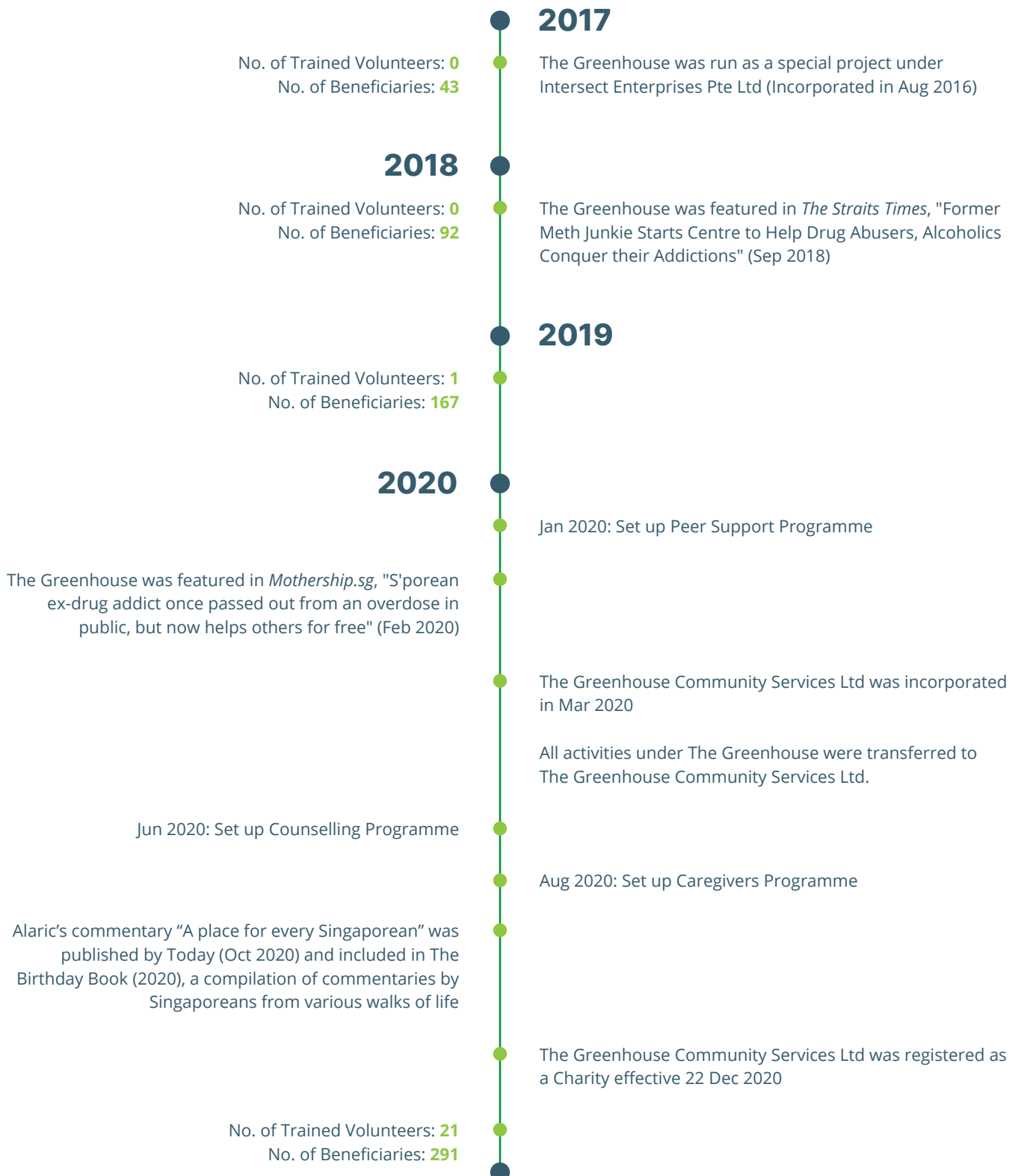
<https://tinyurl.com/givingthegreenhouse>

Every dollar you give us via this campaign before 28th February 2022 is matched by the Tote Board for double the impact.

Thank you for helping more people recover from drug and alcohol addiction.



A BRIEF TIMELINE OF THE GREENHOUSE



OUR PROFILE

About The Greenhouse Community Services Ltd

The Greenhouse is a substance addiction recovery centre for marginalised and vulnerable communities that find it hard to seek help out of shame or fear of discrimination, such as sexual minorities, racial minorities, gender minorities, those who are HIV+, formerly incarcerated or trauma survivors, including the physically abused or sexually assaulted. We provide customised care that is holistic and integrated, within a safe and supportive environment.



Mission

To provide customised care that is holistic and integrated, within safe and supportive environments, particularly for marginalised and vulnerable communities that find it especially hard to seek help because of shame and fear of discrimination.



Values

The Greenhouse provides a **safe** and **supportive** environment, with a strong sense of community, where we can learn, change and grow without fear of prejudice or judgement.

Integrity is important to us, and we have a strong sense of **professionalism** in ensuring the anonymity of the cases we handle, as well as the confidentiality of the information we are privy to.

The Greenhouse Community Services Ltd is a company limited by guarantee and registered under the Charities Act.



Vision

We empower people to understand the source of their substance addiction, in order to recover and lead the lives they were meant to live.

We respect **diversity** and believe in the importance of providing treatment that is customised to every individual's unique needs and strengths.

UEN Number**202008502N****Executive Director****Mr Tan Han Wei, Alaric****Board of Directors****Dr Rayner Kay Jin Tan****Mr Loh Wei****Mr Ong Ching Seong****Dr Maha Yew Tuck See****Auditor****Tan, Chan & Partners****Banker****DBS Bank Ltd**

Name and Designation	Appointment Date	Attendance (FY2020)
Dr Rayner Kay Jin Tan Chairman and Director	13 March 2020	1 out of 1
Mr Loh Wei Director	13 March 2020	1 out of 1
Mr Ong Ching Seong Director	10 April 2021	N/A
Mr Krish Phua [^] Director	3 March 2020 [^]	1 out of 1
Dr Maha Yew Tuck See Director	13 March 2020	1 out of 1

[^]Mr Krish Phua resigned as a director on 10 April 2021

ADDITIONAL NOTES

As a not-for-profit organisation, no directors will receive remuneration unless for professional services rendered as approved by the Board. The Management Team is led by Mr Alaric Tan, Executive Director, The Greenhouse Community Services Ltd. Mr Alaric Tan was appointed as Executive Director on 13 March 2020.

There is no employee who is a close member of the family of the Executive Director or Board Member. None of The Greenhouse's employees serve on the Board.

RESERVE POLICY

All services by the Greenhouse were provided free-of-charge to the beneficiaries in FY2020. Operation costs were funded by donations from individual and corporate donors. Covid-19-related grants partially offset operating expenses in FY2020. Being in our first year of operations as a registered charity, The Greenhouse is still enroute to building a reserve policy.

OUR DIRECTORS

Our Leadership

Director

Dr Rayner Kay Jin Tan

Rayner Kay Jin Tan, PhD in Public Health, is a Postdoctoral Fellow at the Saw Swee Hock School of Public Health, National University of Singapore. He is also a Visiting Research Fellow at the National Centre for Infectious Diseases in Singapore, and a Visiting Scholar at the Columbia Population Research Centre, Columbia University in the City of New York, United States. He has a background in sociology and his current research investigates how social determinants of health impact health outcomes in the areas of sexual and reproductive health, and substance use. Rayner is a recipient of the National University Health

System's Singapore Population Health Improvement Centre fellowship, the Courage Fund Limited (Infectious Diseases) Ph.D. scholarship, the DBS Bank school valedictorian award in social sciences, the Asia Pacific AIDS and Co-Infections Conference Fellowship, and is currently the treasurer of the Society of Behavioural Health, Singapore. Rayner has served as a peer reviewer for more than 20 scientific journals, and is currently an Associate Editor of the journal BMC Public Health, as well as part of the Editorial Board of the British Medical Journal's Sexually Transmitted Infections journal.

Director

Loh Wei

Loh Wei, CFA, CA(Singapore), previously served as the Finance Director at The Majority Trust, a philanthropic organisation that uses social impact programmes and platforms to build a thriving and sustainable community for all in Singapore. He began his career at PwC Singapore and subsequently built and sold his Accounting and Corporate Secretarial practice in 2017. Since 2013, Loh Wei has devoted much of his

time to practising meditation in the Chinese Zen tradition and attending silent retreats. Loh Wei holds a Masters in Buddhist Studies from The University of Hong Kong and a Bachelor of Accountancy from Singapore Management University. He holds the Chartered Financial Analyst designation and is a Chartered Accountant of Singapore.

Director

Kevin Ong Ching Seong

Kevin Ong Ching Seong ("CS") is a lawyer and practices in the areas of disputes, investigations and compliance. He has worked in Singapore and international law firms since 2011. Since 2019, he has worked in start-ups and the charity space. His interest

in charities stems from a commitment to social justice, to equalise opportunities to health, happiness and success for those who face exceptionally uncertain odds. In his free time, CS enjoys boxing and writing.

Director**Dr Maha Yew Tuck See**

Maha Yewtuck See, PsyD in Clinical Psychology, has worked with individuals and families from diverse cultural and international backgrounds across the lifespan in community mental health since 2006 in the San Francisco Bay Area and more recently in Myanmar and Singapore. His clients have included sexual minorities, trauma survivors, individuals who are HIV+ or with chronic health issues, co-occurring mental health and substance use problems, relational issues, severe mental illness, and other life challenges. Maha provides clinical intake assessment, individual psychotherapy, group therapy, crisis management, psychological testing, teaching and

training, mentoring, and community outreach and education. He also conducts studies on psychological factors with attention to cultural context in, for example, trauma, sexual minority wellbeing, aging, caregiving, and spirituality. From 2003 to 2006 Maha worked in health education and program management in a primary care setting in Los Angeles. Prior to 2003, he managed multicultural media projects, including in health care, for over 15 years in New York. Maha has been in community services in various capacities, starting as a “buddy” to a person with AIDS at the beginning of that pandemic over 30 years ago.

Executive Director**Tan Han Wei, Alaric**

Alaric Tan has personal experience with drug addiction. For nearly two decades, he had taken drugs to cope with the pain of a life marred by abuse, depression and guilt over his sexual orientation. By the time he was arrested in 2016, he had become so heavily addicted to drugs that he had to consume them continuously just to function. A period of forced incarceration reinforced his determination to get clean. Upon release, he sought out, then helped

develop, several recovery programmes that address specific issues causing his addiction. His recovery gave him the knowledge that those with similar issues can also get well. His desire to share his experience of recovery with others led to the birth of The Greenhouse. Alaric’s recovery is proof of his belief that people who overcome their addictions can contribute meaningfully to society and be of service to others.



THE NUMBERS

Our Growth in 2020

1 • Peer Support Programme

89

No. of training hours for peer supporters

80

No. of training hours for peer supporters - Workshops

9

No. of training hours for peer supporters - Individual Mentorship

10

No. of psychosocial supporters workshop

14

No. of peer supporters trained

59

No. intake assessments conducted

52

No. of SMART recovery meetings

52

No. of Alcoholics Anonymous meetings

104

No. of Narcotics Anonymous meetings

20

No. of Lifeboat meetings

2 • Counselling Programme

362

No. of individual counselling service hours

40

No. of individual counselling service users

2

No. of runs of group therapy

40

No. of group therapy hours

18

No. of group therapy service users

13

No. of group case conference and presentation session

32.5

No. of group case conference and presentation hours

9

No. of counsellors/ counselling interns trained

104

No. of training hours Counselling Internship Programme (CIP)

20

No. of training hours (CIP) - Orientation + Didactic

104

No. of training hours (CIP) - Individual Mentorship

3 • Caregivers Support Programme

10

No. of hours of psychosocial education and support

8

No. of caregivers served

THE PROGRAMMES WE RUN

Peer Support . Counselling . Caregivers Support

1 • Peer Support Programme

Case Management & Care Plan Review

Because recovery can be a complex, long term process with many parts to it, we have a robust case management process in place to:

- 1) Track progress of recovery
- 2) Conduct regular and timely Care Plan Review with the service user
- 4) Recommend adjustments to recovery plan as needed
- 5) Prompt service users of steps that need to be taken

Our case management service helps to simplify the process and provide a seamless experience of recovery from end to end.

Community Therapy Programmes & Social Activities

Recovery is more than just abstaining from substances. Participation in community activities can be an effective intervention for clients undergoing recovery treatment. These activities help participants reconnect with nature, discover their inner strengths, gain insights into their problems and learn practical skills such as job interviewing and developing new habits. These activities are engaging and make recovery fun and enjoyable. Our community therapy programmes include recovery hikes, meditation, mindfulness practice, cinema therapy, volunteering and career planning workshops, etc.

Self-Management and Recovery Training (SMART)

SMART's science-based approach emphasises self-empowerment and self-reliance. SMART's practical tools and social supports are proven effective to support and sustain successful long-term life change. The four-point programme helps our clients to build and maintain motivation, cope with urges, manage thoughts, feelings and behaviours and lead balanced lives.

Peer Support Programme

Peer support is an evidence-based practice with proven results. Our trained volunteers offer psychosocial support to new clients who need help navigating the various recovery resources. Leveraging lived experience, our peer support volunteers share knowledge and model recovery to facilitate change.

2 • Counselling Programme

Individual Counselling Programme

Counselling helps to address underlying issues that cause addiction in a person-centric manner. It is especially helpful in addressing acute issues or issues that may be too personal to address in a group setting. We provide in-house counselling by professional counsellors.

Group Therapy

Facilitated by trained professionals, group therapy is an important means of examining the way we relate to ourselves and others, so as to establish healthy and helpful ways of relating. This is especially important when the crutch of drugs and alcohol has been removed and acts as a future template for the ways we relate to others outside of a recovery setting.

3 • Caregivers Support Programme

Caregivers Support Programme

Caregivers for persons in recovery often face a multitude of stressors themselves. Our Caregivers Support Programme is dedicated to meeting the needs of friends, family and partners of those who struggle with substance use and addiction, through education, support network, self-discovery and self-care enablement.

KEY FINANCIAL HIGHLIGHTS

We Make Every Dollar Count

\$33,471

Total Income

\$32,683

Total Expenditure

\$788

Total Surplus



A BIG THANK YOU!

To All Our Volunteers And Donors

In 2020, we were pleased that many volunteers had come on board in support of our cause. The number of volunteer counsellors grew from 1 to 10. Our volunteer counsellors are trained and supervised. Most have received a certificate, diploma or masters in counselling, or are in a master or doctoral programme.

We are also delighted that our psychosocial support team has grown from 1 to 14. These individual volunteers regularly contribute their valuable time and expertise running the various programmes and taking care of the operations at the centre. Special kudos to the selfless individuals who walked the journeys together with our clients, mentoring, providing emotional support, conducting training, participating in research and improving our services. Some of our volunteers were also beneficiaries of programmes and have come to pay it forward.

On behalf of our clients in recovery, we wish to express our deepest gratitude for their valuable contributions to help people recover from substance addiction and lead the life they were meant to live.

We are also very grateful to our donors, without which The Greenhouse would not be able to operate. Thank you for sharing our belief that anyone who wishes to recover from trauma and addiction deserves competent and compassionate care. It is this simple and profound belief that keeps us running.



OUR OUTREACH

Media Coverage



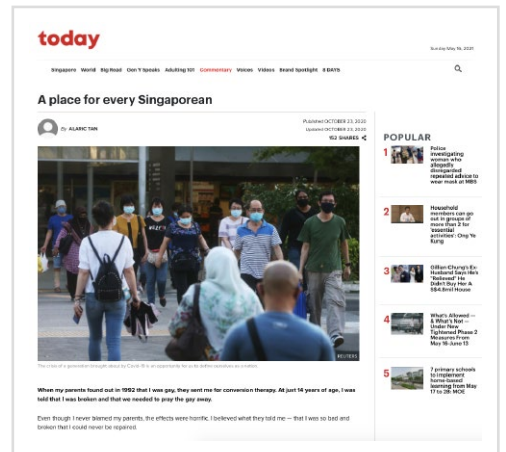
S'porean ex-drug addict once passed out from an overdose in public, but now helps others for free

<https://mothership.sg/2020/02/alaric-tan-the-greenhouse/>



A place for every Singaporean

<https://www.todayonline.com/commentary/place-every-singaporean>



Singapore AIDS Conference 2020

INTERVIEW WITH AUDRA

Audra is a qualified counsellor. She has served with us since Jun 2020. We asked Audra why she chose to volunteer with us, and how we have impacted her growth as a professional.



I chose to volunteer at The Greenhouse as I felt inspired by the founder, Alaric Tan and wanted to contribute in some way to bringing his vision alive in supporting individuals within the LGBTQ community on their recovery journeys. Providing counselling is my way of helping individuals on this journey of empowerment, change and growth.

At The Greenhouse, I am constantly learning from the individuals I have the privilege of counselling with The Greenhouse counselling team. Playing a small part in this community has touched my heart in ways that I

hadn't imagined and continues to help me grow, for which I am very grateful.

To me, The Greenhouse is a safe and supportive space where individuals can be themselves without fear of discrimination or judgement. It provides a holistic and integrated approach to recovery where there is a strong sense of community spirit and family. I believe all of these elements have helped it become recognised as a centre that positively impacts those individuals and families who are part of it.

INTERVIEW WITH BRENDA

Brenda first came to the greenhouse in November 2018. And at a loss, she sought refuge in our safe space. Today, she has a renewed sense of self. We ask Brenda to share her journey of change with us.



Before I came to The Greenhouse, my life was in a mess. My drug addiction caused me to lose everything in my life. Family, relationships, career, friendships and worst - I lost myself. I no longer even knew what was real. I could not even hold a simple conversation with someone. All I knew in my life was drugs... still I always felt alone and I had no one to talk to.

Because of The Greenhouse, I got to know many other fellowships who had the same problems like me and I was able to have small conversations with them

one day at a time. I slowly started to attend regular meetings weekly at The Greenhouse because I grew to cherish the connection I made with these new found fellowships. With that support, I started my step work... I am who I am today because of the strong network of support at The Greenhouse.

To me, The Greenhouse is a safe place where I can be myself... where I meet people who don't judge... and that's where I can recover in peace. The Greenhouse is a place I call HOME.

