

The Greenhouse Community Services Ltd

ANNUAL REPORT 2022





**"Spring is a season of the soul
to regain its strength."
-Lailah Gifty Akita**

OUR PROFILE

About The Greenhouse Community Services Ltd

Who We Are

The Greenhouse Community Services Ltd (The Greenhouse) is a substance addiction recovery centre for marginalised and vulnerable communities. Our beneficiaries are trauma-survivors who need to heal from terrible experiences, such as physical abuse, sexual assault or rejection by their families, in order to outgrow their substance use.

The Greenhouse is a company limited by guarantee and registered under the Charities Act. The Greenhouse is also a full member of the National Council of Social Service (NCSS), and since 18 October 2022, an Institution of Public Character (IPC), with its constitution as the governing instrument.

Our Objective

The Company's object is the relief of human suffering and improvement of the standard of human life, in particular, of individuals or their loved ones affected by or at risk of various substance and behavioural addictions. In furtherance of the object but not otherwise, and provided that nothing is done solely for commercial reasons or for profit, the Company may;

- (a) Provide or contribute towards medical and scientific research;
- (b) Provide education, training and consultancy services;
- (c) Provide medical, therapeutic, accommodation, food and community facilities and services of all kinds; and
- (d) Conduct fundraising

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.

Vision

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

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 our clients, as well as the confidentiality of the information we are privy to.

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

CHAIRMAN'S MESSAGE

Dr Rayner Kay Jin Tan

“Never yet was a springtime, when the buds forgot to bloom.” - Margaret Elizabeth Sangster



This past year has been significant in two ways that have been relevant to The Greenhouse and our beneficiaries.

First, we are now seeing a greater focus on mental health as a key policy priority in Singapore post COVID-19. We are also seeing greater efforts being made to train peer supporters, psychological first aiders, and to strengthen our mental healthcare systems not just at the government level, but in communities too. The Greenhouse has been a key advocate for community-led approaches, including peer support and wounded healer approaches, and wholeheartedly welcome these changes. We remain committed to being an active contributor to such national efforts.

Second, the repeal of Section 377A, a law that criminalised sex between consenting adult males, was a major event for many in our recovery community. Especially for those who have experienced trauma as a result of stigma, discrimination, and other lived experiences that have resulted directly, or indirectly from this law.

As a trauma-informed recovery centre, this has had a major impact for our beneficiaries. This is not just a policy decision, but at a very human and emotional level, many of us can begin seeing ourselves as our whole, undiscounted selves, and as individuals

deserving of love and respect. We stand on the shoulders of the advocates before us who have made major sacrifices to make this happen and we thank you.

Moving forward, we look forward to contributing to public discourse on this issue, creating more opportunities for compassion, and strengthening the social fabric of our own communities and Singapore as a whole.

These achievements mark key shifts in priorities towards bridging mental health inequities in Singapore, and efforts to integrate individuals who are navigating life at the margins of society. This is only the beginning, and much more work needs to be done to realise these goals. ‘Spring’ therefore captures the zeitgeist of where we stand today well, as the seeds of change begin to bloom, but require further nurturing and tending to.

The Greenhouse remains committed to contributing research and evidence, training expertise, and compassionate care to our beneficiaries, to other stakeholders in the social service sector, and to policymakers. We look forward to the work we can do as a community of growth and action, but above all, one filled with love and compassion for one another.

FOUNDER'S MESSAGE

Mr Alaric Tan

I've often been asked whether The Greenhouse is an LGBT (Lesbian, Gay, Bisexual and Transgender) organisation. My reply invariably creates as much clarity, as it does confusion. I share that while we have a rainbow bear at our centre, we do not have a rainbow flag – because setting up a safe space that welcomes every member of our recovery family, requires us to make space for those with different values and beliefs.

As a person, our need for love and acceptance in order to function is universal. And as a member of the LGBT community, I find it especially important to mention this, to ensure we do not reduce the experience of those who need to heal from trauma and outgrow addiction into an LGBT issue, the same way we do not wish to reduce the significance of repeal into an LGBT issue. We've always known that those who support our work are especially enlightened, because they understand that community building



requires us to think beyond such arbitrary divisions – we all have a part to play in building the diverse and inclusive communities we want to live in. I would like to take this opportunity to thank every donor, volunteer and partner who has ever supported us, and share The Greenhouse's new status as an Institution of Public Character to prevent confusion – thank you for sharing our belief that any person who seeks help deserves competent and compassionate care that will not further stigmatise or retraumatise them, regardless of race, religion, gender or sexual orientation. With this status, we now have the opportunity to share our belief beyond our centre and across the nation.

Spring may be a season of hope, but it is also a season of reflection – what seeds do we plant, what relationships do we cultivate, in order to reap a harvest that can feed those among us most starving for love and acceptance in order to function as a person? We promise that everything we have been patiently building together over the past few years will continue to flower – because we have been purposefully planting seed that bear fruit.





ABOUT OUR ORGANISATION

UEN NUMBER
202008502N

EXECUTIVE DIRECTOR
MR TAN HAN WEI, ALARIC

AUDITOR
TAN, CHAN & PARTNERS

CORPORATE SECRETARY
CORPORATEROOM SERVICES PTE LTD

BANKER
DBS BANK LTD

BOARD OF DIRECTORS
DR RAYNER KAY JIN TAN
MR LOH WEI
MR ONG CHING SEONG
MS ELEANOR ONG
DR MYTHILY SUBRAMANIAM

**THE GREENHOUSE BOARD
COMMITTEES 2022**

AUDIT COMMITTEE
MR ONG CHING SEONG (CHAIRPERSON)
MR MARK OOI

FINANCE COMMITTEE
MR LOH WEI (CHAIRPERSON)
MR GERALD TAN

The Board Members' attendance at Board Meetings for the period January to December 2022

Name of Director	No. of Board Meetings Invited to Attend (FY22)	No. of Board Meetings Attended (FY22)
DR RAYNER KAY JIN TAN	4	4
MR LOH WEI	4	2
MR ONG CHING SEONG	4	4
MS ELEANOR ONG	4	3
DR MYTHILY SUBRAMANIAM	3	2

ABOUT OUR ORGANISATION

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.

GOVERNANCE POLICIES

In matters of governance, The Greenhouse takes guidance from the Code of Governance guidelines set out by the Commissioner of Charities.

GOVERNANCE EVALUATION CHECKLIST

The Greenhouse makes annual submission via the Governance Evaluation Checklist through the online Charity Portal at www.charities.gov.sg.

GOVERNING INSTRUMENT

The Greenhouse takes its Constitution as its governing instrument. The Constitution is available on www.charities.gov.sg.

CONFLICT OF INTEREST POLICY

Board members operate under a conflict of interest disclosure process. Annual conflict of interest disclosure statements are undertaken by all Board members.

RESERVE POLICY

All services by the Greenhouse were provided free-of-charge to the beneficiaries in since inception. Operation costs were funded by donations from individual and corporate donors. Being in our third year of operations as a registered charity, The Greenhouse is still enroute to building a reserve policy.

OUR DIRECTORS

Our Leadership

Chairman, Director

Dr Rayner Kay Jin Tan | appointed 13 Mar 2020

Rayner Kay Jin Tan, PhD in Public Health, is a Postdoctoral Fellow at the University of North Carolina Project-China. He is also a Visiting Research Fellow at the Saw Swee Hock School of Public Health, National University of Singapore, and at the National Centre for Infectious Diseases in Singapore. 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. He was a Prestige Singapore 40 under 40 laureate for the year 2021. He has published more than 50 scientific journal articles and serves as a peer reviewer for more than 40 scientific journals.

Director

Mr Loh Wei | appointed 13 Mar 2020

Loh Wei, CFA, CA(Singapore), previously served as the Finance Director at 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 a “Big Four” accounting firm 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

Mr Ong Ching Seong | appointed 10 Apr 2021

Kevin C.S. Ong (“CS”) is a legal counsel in commercial law. He has worked in large companies as well as Singapore and international law firms since 2011. Since 2019, he has also worked in a start-up 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**Ms Eleanor Ong** | appointed 10 Sep 2021

Eleanor Ong (MSc BA)'s postgraduate training in Developmental Psychology is the foundation of her therapeutic practice, influencing her extensive work with young people and adults struggling with difficulties surrounding trauma and addiction. She specialises in alcohol, drug, gambling, food and gaming addiction, and works closely with children of families where addiction is present. Eleanor also does substantial work with the LGBTQIA community around identity, addiction and relationships. Eleanor strongly believes in fostering health and growth for individuals. Her work has a deep emphasis on a foundation of safety, stabilisation, compassion and non-judgment.

Director**Dr Mythily Subramaniam** | appointed 08 Jun 2022

Mythily graduated from the Lady Hardinge Medical College, India. She received her PhD in Gambling Studies from Monash University and is currently Assistant Chairman Medical Board (Research) and Lead Investigator of the Programme of Mental Health Policy Studies at the Institute of Mental Health (IMH). She also has a concurrent teaching appointment at the Lee Kong Chian School of Medicine and Saw Swee Hock School of Public Health, National University Singapore. She is also a consultant with the Ministry of Health, Singapore.

She has worked in the field of mental health for more than 15 years. She was the Co-Principal Investigator of three nation-wide studies – the first and second Singapore Mental Health Study, surveys that established the prevalence of select mental disorders in the adult population of Singapore; and the Well-being of the Singapore Elderly study, a survey among older adults that aims to establish the prevalence, risk factors and cost associated with dementia in Singapore. She has over 300 publications in peer-reviewed journals and is a reviewer with many international journals.

Executive Director**Mr Tan Han Wei Alaric**

Alaric Tan is a trauma-survivor. 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. To date, he has over ten years of experience managing companies and community organisations, and played an active part in implementing innovative interventions for hard to reach populations, such as anonymous HIV testing and counselling, for over twenty years.

OUR PROGRAMMES

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
3. Recommend adjustments to recovery plan as needed
4. 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

Participating in community activities can be an effective intervention for clients in recovery. 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. Our engaging and fun community therapy programmes include recovery hikes, meditation, mindfulness practice, therapeutic horticulture, volunteering and career planning workshops, etc.

Self-Management and Recovery Training (SMART)

Facilitated by our clinical team, 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 our qualified and trained volunteer counsellors.

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.



THE NUMBERS

Peer Support Programme

	2022	2021
No. of training hours for peer supporters	68.5	66
• Workshops	58.5	59
• Individual Mentorship	10	7
No. of peer supporters workshop	16	9
No. of peer supporter conference	9	-
Total no. of peer supporters trained	26	21
No. intake assessments conducted	47	58
No. of SMART recovery meetings	88	50
No. of Alcoholics Anonymous meetings	52	52
No. of Narcotics Anonymous meetings	52	52
No. of Community Therapy Activities organised	43	60

Caregivers Support Programme

	2022	2021
No. of hours of psychosocial education, support meetings, activities	20	30
No. of caregivers served	16	17

Counselling Internship Programme	2022	2021
No. of individual counselling service hours	658	701.5
No. of individual counselling service users	57	54
No. of runs of group therapy ¹	-	1
No. of group therapy hours	-	20
No. of group therapy service users	-	9
No. of group case conference and presentation session	11	23
No. of group case conference and presentation hours	27.5	57.5
No. of training hours	42.5	31
Total no. of counsellors/counselling interns trained	17	12
No. of therapeutic horticulture sessions	12	-
No. of therapeutic horticulture hours	18	-

¹ Resources were redeployed to focus on new recovery modality, Therapeutic Horticulture.

KEY FINANCIAL HIGHLIGHTS

We Make Every Dollar Count

FY2022

\$341,291

Total Income

\$237,480

Total Expenditure

\$103,811

Total Surplus

FY2021

\$330,023

Total Income

\$155,522

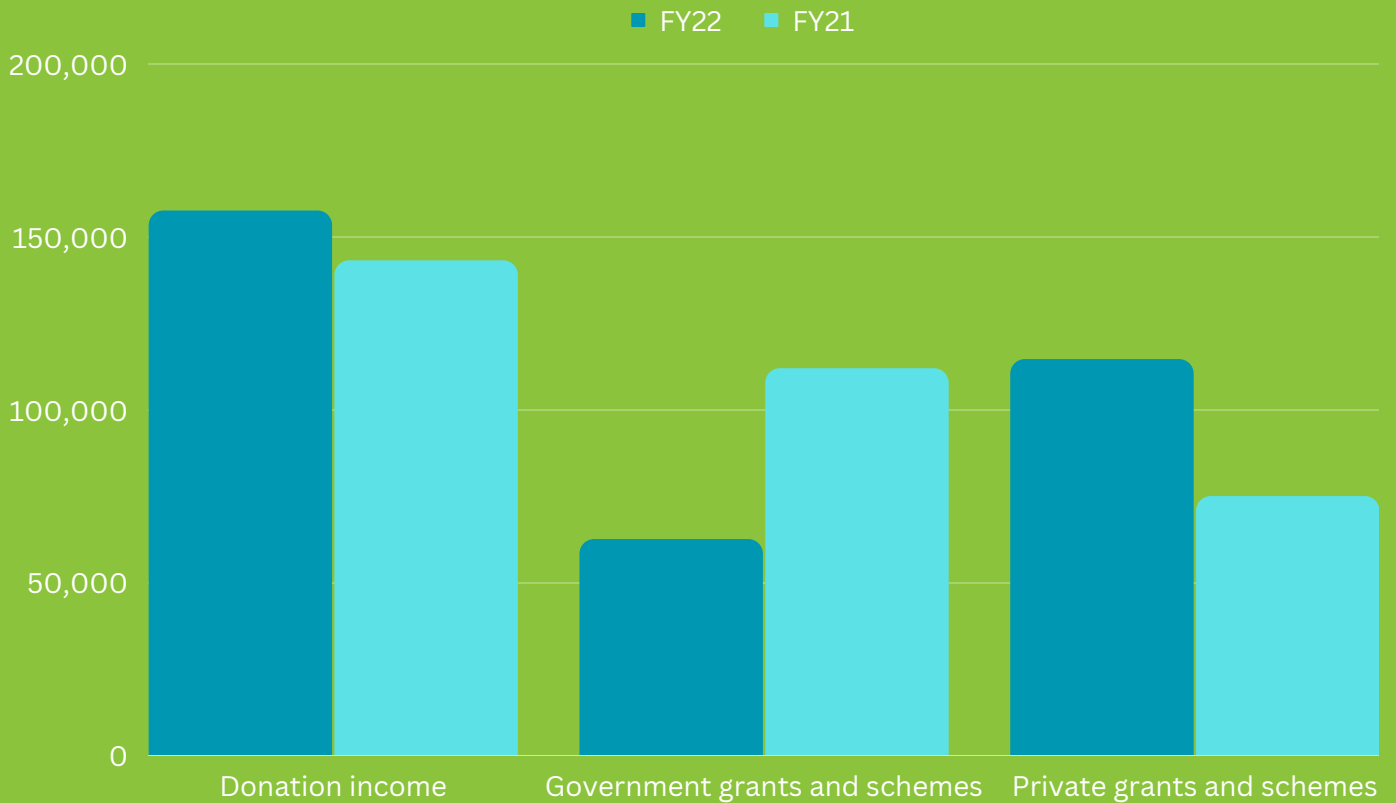
Total Expenditure

\$174,501

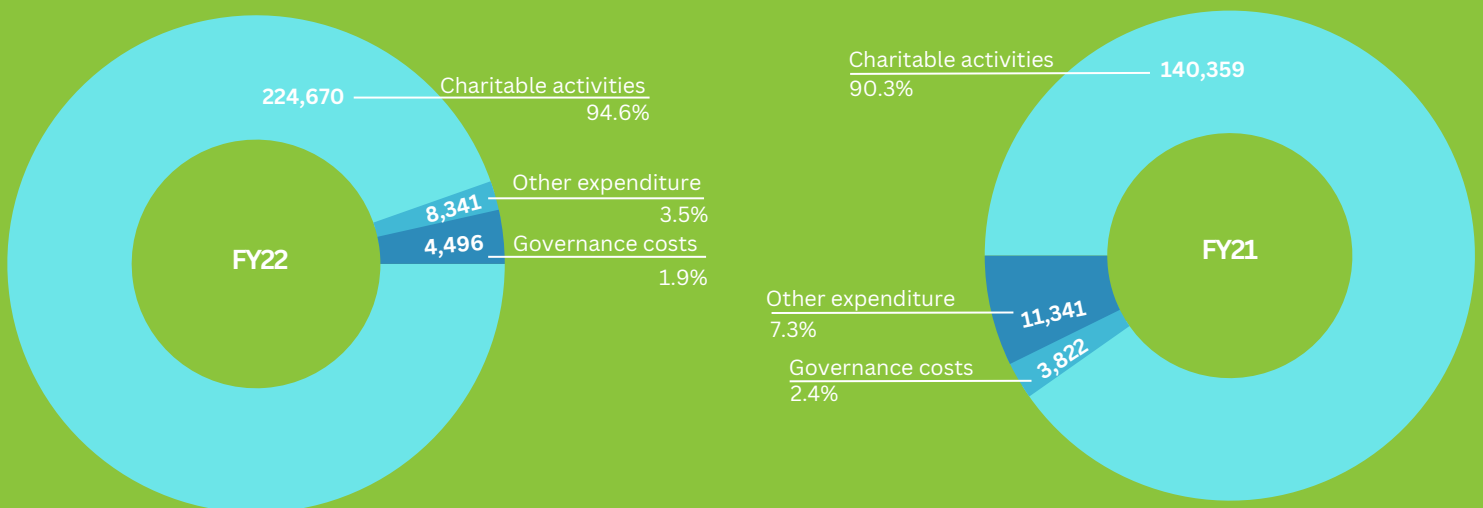
Total Surplus



INCOME



EXPENDITURE



Full audited financial report available at: <https://thegreenhouse.sg/financials>

OUR OUTREACH



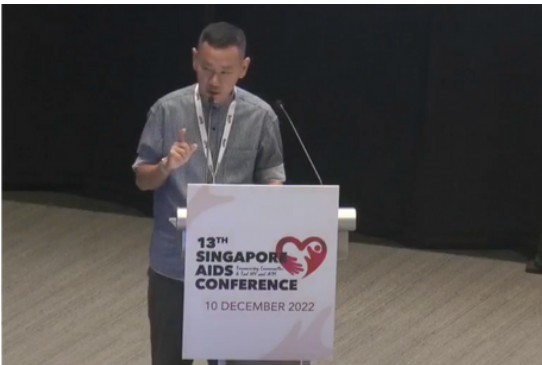
The Majority Trust - Maybank Momentum Grant

Nov 2022



Speech at Singapore Aids Conference

10 Dec 2022



HIV Sensitivity Workshop for NCID

03 Jul 2022



THE GREENHOUSE CELEBRATION 2022

"...we are all here to heal and grow by creating a safe space where we can all connect with ourselves, with others, and a sense of purpose." - Alaric Tan



The excitement and anticipation was palpable as every member of The Greenhouse recovery family gathered for the celebration brunch on Sunday, 11 Dec 2022. This double-celebration was to mark The Greenhouse's new milestone of achieving Institute of Public Character (IPC) status, and thank everyone who has come together to build this safe and inclusive space.

It was a special time since staff, volunteers, clients and caregivers are not always able to cross paths at our centre. But today, it was different. The counsellors and peer supporters were able to meet the clients' family members and hear first hand the impact of the work they are doing.

Alaric Tan, the founder of The Greenhouse shared about his journey towards setting up the centre, and how others began seeking refuge and healing here. He shared about his plans for the next phase of The Greenhouse, where we can serve others more holistically and give them the skills to serve the community in turn.

Our volunteers also took to the stage with instruments and microphones to do a heartfelt rendition of "You Raise Me Up" by Josh Groban. At the end of the event, all the volunteers were given this "Healer" badge specially designed by Hecking Unicorn for The Greenhouse.

The Greenhouse is in a season of growth and renewed hope. The road ahead may be challenging, but we are confident that with the support of those in our recovery family, we will surpass expectations and overcome odds.



Watch our
volunteers'
performance



Watch our
founder's
message

THE MICRON GREENHOUSE PROGRAMME

The Greenhouse is grateful to have received a grant from Micron Foundation. This grant, enabled a signature Therapeutic Horticulture programme to be created for our beneficiaries. This allows them to explore themes of hope, purpose and identity over six sessions of nature based activities, such as rare plant propagation, seed mandala and terrarium creation.

We were fortunate to secure Hortheraapeutics to customise this programme and train our volunteer peer supporters and counsellors to deliver the sessions for our beneficiaries.

Micron's local Pride + Allies group also collaborated with The Greenhouse to fund and organise a workshop facilitated by Hortheraapeutics, to give Micron team members a chance to learn how therapeutic horticulture can help people heal from trauma and outgrow addiction.



Volunteer peer supporters and counsellors co-creating our therapeutic horticulture programme

Our volunteers especially appreciated the opportunity to learn a new therapeutic modality, and the experience of co-creating a programme that lives on as their legacy.

We wish to thank every person who has been part of mindfully co-creating this meaningful programme, including those who donated rare plants for our beneficiaries to propagate. The Micron Greenhouse Programme is truly a gift of life that keeps on giving.



Fendi from Little Botany making a donation of precious rare plant Homalomena Yellow Sapphire

INTERVIEW WITH BRENDA

As an experienced Peer Supporter, and long-time volunteer, Brenda has had the opportunity of impacting many lives while journeying with clients through the recovery process. Now, after joining the staff team as Centre Coordinator, she shares with us how The Greenhouse became a chosen family for her.



"When I first came to The Greenhouse in 2019, it was a few weeks after I first entered recovery. It was a scary time because it had been a long while since I could see and think this clearly and it was overwhelming. I felt clueless about what I wanted to do with my life but managed to get myself to The Greenhouse twice or thrice a week for meetings. I started to meet more people and began my

12-step journey with my sponsor. I quickly formed close and tight knit bonds with the other members there. To me, family are the people who love me unconditionally, accept me for who I am, and will always be around to hold me whenever I fall. This is what my sponsor and friends at the Greenhouse are for me till this day and I am so grateful to every one of them.

Because I know how hard and lonely it can be to fight with Addiction, I enjoy being able to walk along the recovery journey with others. I want to give away what was given to me so freely when I began my recovery - care, love and concern. I've also been able to encourage others by sharing my story through interviews and even a Pink Dot video. To anyone struggling, have faith that you can do it, and there will always be a group of people at The Greenhouse who will support you whenever you need it."

INTERVIEW WITH SHILA

Shila started volunteering at The Greenhouse in 2020 as a counselling intern. After completing the internship programme, she continued as a volunteer counsellor and recently became a full-time staff as centre manager.

I never realised how my experiences growing up as a brown, middle-class, straight female in Singapore would help me relate to the client population at The Greenhouse. Every time clients talked about being bullied, proving their worth with achievements, or struggling to accept their identity, it struck a chord within me.



While I will never truly understand their experience of being a sexual minority in a conservative society, I could relate to being discriminated against, looked down upon and wishing certain parts of my identity could be erased. I'm privileged that I have a family to belong to, and that my battles with rejection were fought outside of home.

Connection and acceptance are important especially for vulnerable and marginalised minorities. Regardless of your history or challenges, you can find a home here at The Greenhouse.

THE YEAR AHEAD

A WORD FROM OUR FOUNDER

2023 marked the launch of The Greenhouse Learning Programme, which was designed to seed specialised knowledge within our organisation as widely as possible, with other organisations working with marginalised and vulnerable communities. We were privileged to conduct a half-day workshop for staff, volunteers and interns of Oogachaga on how to provide Trauma Informed Care to the LGBT community, as we practiced the principles of co-learning, cross learning and constant learning together that shape our programme.

This was followed by our signature SSTC (sexuality, substance use, trauma and co-occurring disorders) workshop, which we opened up to non-clinicians such as shelter managers and head of agencies for the very first time, in order to co-create content that would meet the learning needs of other Social Service Agencies within Singapore seeking to work with marginalised and vulnerable communities. We were grateful for the opportunity to learn as peers and learn from each other, in continuing to learn how to provide competent and compassionate care that will not further stigmatise or retraumatise those who seek help within our nation, regardless of their race, religion, gender or sexual orientation.

We are especially excited to share The Greenhouse Peer Support Programme as a Community Support Programme beyond our centre in 2024, in order to help ensure that those who struggle with mental health challenges such as anxiety, depression and post traumatic stress disorder, as a result of the stigma, discriminating and bullying they may have faced, are able to receive the psychosocial support they need to



access care and recover. This programme is deeply meaningful to us as it allows our peer supporters, as wounded healers with lived experience of trauma, addiction and recovery, to share their healing with others. All we have been given, may we continue to give to others, so all who are lost can find a way home.

OUR PARTNERS

**Commissioner
of Charities**



