



# ANNUAL REPORT 2021-2022



THE ISLAND  
FOUNDATION

Yayasan Peduli Kepulauan Indonesia

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# MESSAGES

In May 2022 I made my first trip to Bintan in over two years. The Island Foundation's (TIF's) resilience and growth in the intervening time is something for which the whole team and our numerous supporters can be proud.

After spending time with our staff again, seeing our new HQ in Kawal Village, meeting the new board on our Yayasan, being introduced to new relationships with local teachers and with UMRAH University, I myself left renewed.

In the 12 months prior to that trip we secured three year funding from two reputable donors and did vital work to strengthen our operations team on the ground. Both key milestones for TIF and in their own way strong endorsements of the team, systems and culture Courtney has built.



A handwritten signature in black ink, appearing to read 'Ed Jenne'.

**ED JENNE**  
**CHAIR**

The COVID-19 pandemic continued to impact the world, with under resourced small island and coastal communities especially affected.

Despite this, our team, partners and communities demonstrated enduring resilience. Together, we were able to rise above the impacts of the pandemic and deliver against our strategy, reaching more children and expanding to new locations.

I am very proud of the adaptive capacity of our organisation.

Thank you to our donors, supporters and Board for your ongoing dedication. With your support we provided much needed learning opportunities for students, training for primary school teachers and engagement activities for our communities.



A handwritten signature in black ink, appearing to read 'Courtney Saville'.

**COURTNEY SAVILLE**  
**EXECUTIVE DIRECTOR**





# ABOUT THE ISLAND FOUNDATION

## WHO WE ARE

The Island Foundation (TIF) is an international charitable organisation, registered in Singapore, and delivering programs in Indonesia as a registered non-profit organisation, Yayasan Peduli Kepulauan Indonesia (YPKI). The Island Foundation is independent, secular and politically unaligned.

## OUR VISION

Childhood learning is a force to serve and sustain small island and coastal communities.

## OUR PURPOSE

Children living in small island and coastal communities face a range of barriers to accessing quality learning opportunities. We work to strengthen learning ecosystems in small island and coastal communities to improve student learning experiences and outcomes.

## OUR VALUES

Creativity  
Collaboration  
Accountability  
Inclusion  
Impact

### FIND OUT MORE

Visit our website:

[www.theislandfoundation.com](http://www.theislandfoundation.com)

# 10 YEARS OF LEARNING

2022 is an important milestone for The Island Foundation. 10 years ago, in 2012, our first Learning Centre was opened, and our first Local Teacher Training workshop was delivered.

In the years that followed, we worked to establish strong relationships with our community partners and stakeholders to define initiatives to address major challenges in childhood learning and community development.

Examples of initiatives include a football program, farming, libraries and a social enterprise promoting the crafts of local artisans.

While effective in the short term, we believed there was more potential for long-lasting impact through the strengthening of learning ecosystems to support improvements in primary school students' learning experiences and outcomes.

From here, our Learning for Sustainability program emerged, led by a small team with nationwide experience, guided by a Board and advisers with international experience, and delivered by people brought up in the communities they serve.

Our commitment to grassroots engagement and delivery continues to guide us.



# OUR PROGRAM

## LEARNING FOR SUSTAINABILITY

We work with primary school age students, public primary schools, parents and communities to strengthen learning ecosystems in small island and coastal communities to support students to develop the Four Cs: confidence, critical thinking, collaboration and creativity.

Our program is delivered through three key pillars that have been designed to incorporate 21st Century pedagogy, education for sustainable development, and outdoor and experiential learning.



## PROGRAM PILLARS

### 1 LEARNING CENTRES

Lessons delivered for primary school age students utilising our Learning for Sustainability framework.

### 2 LOCAL TEACHER TRAINING

Professional development for primary school and kindergarten teachers to improve quality of teaching.

### 3 COMMUNITY ENGAGEMENT

Activities and events to engage stakeholders on core program themes, building awareness and strength across the learning ecosystem.

# WHERE WE WORK

We work with small island and coastal communities in Bintan Regency, Riau Islands, Indonesia - we are operational in three districts, namely Teluk Sebong, Gunung Kijang and Bintan Pesisir.

Teluk Sebong and Gunung Kijang communities are spread along the north and east coast of Bintan Island, and Bintan Pesisir communities are located on small islands in the south east.

Our partner communities are diverse - some of our students travel to school by boat, some are the first generation to live on the land, and some are the descendants of fishermen from the islands of eastern Indonesia.

There are approximately 1,335 primary school students in our partner communities. Within our cohort of parents, 71% did not complete school, 49% do not understand their child's school homework, and 82% have never used a computer.



Peta Administrasi Kabupaten Bintan Provinsi Kepulauan Riau, 2015





# KEY RESULTS

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Despite disruptions caused by the COVID-19 pandemic, we were able to deliver lessons out of our Learning Centres for approximately eight months of the year, and run training workshops and events when conditions and regulations were conducive. Below is a snapshot of our high level results.

## 478

### STUDENTS

452 ongoing students and 26 graduates actively attended Learning Centres throughout the year.

## 10

### LEARNING CENTRES

Two new Learning Centres brought our total to 10. MOUs with Village Offices govern our activities.

## 91

### TEACHERS

participated in a three day training workshop delivered in partnership with the public university, UMRAH.

## 897

### STAKEHOLDERS

attended and participated in events, including mangrove planting, football competitions and information sessions.





# TEGAR'S STORY

Before Tegar started attending the Learning Centre, he was a shy child. His mother, Suyatmi, explained that Tegar was anxious and unable to adapt with his classmates, to the point where she had to accompany him while at school.

In 2021, when Tegar was in Grade 2, he joined the Learning Centre. After six months, his parents began noticing changes in their son - he started communicating with his classmates, and soon was becoming confident to stand in front of a group to convey his thoughts and ideas. A year on, and Tegar is no longer shy and has many friends.



“

***I am very proud to see my child's development since attending the Learning Centre - Tegar is no longer shy with his friends.***

***- Ibu Suyatmi,  
Mother of Tegar.***

”

After witnessing the changes in Tegar, parents of his classmates were curious about the support Tegar was receiving from The Island Foundation. They were put in touch with Tegar's Teacher, who explained the Learning for Sustainability program and how we teach to develop the Four Cs.

Since then, 10 of Tegar's classmates have enrolled in the program - according to their parents, studying at the Learning Centre is fun and children have many opportunities to develop core skills while interacting with the Teacher and their friends.

# OUR PROGRAM PARTNERS

## TWO

### GOVERNMENT DEPARTMENTS

The Department of Education and Culture, and Department of Social Services.

## FIVE

### VILLAGE OFFICES

Our communities sit within five village administrative areas - MOUs govern our partnerships.

## 10

### COMMUNITIES

Community leaders where we operate Learning Centres sign on to our Village Office MOUs.

## ONE

### UNIVERSITY

Public university, Universitas Maritim Raja Ali Haji (UMRAH).



# SUKU LAUT

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The waters and coasts of the Riau Islands are home to Orang Suku Laut who are indigenous nomadic sea people. Orang Suku Laut history and culture is widely recognised for its closeness with the ocean, coastal ecosystems, astrology, and the natural world more broadly.



We are extremely lucky to have Tintin (right), leader of the Orang Suku Laut in Bintan and islands north of Batam, working with The Island Foundation as a Teacher and community advocate.

Through our program and work, we are committed to supporting Orang Suku Laut children to access learning opportunities that are relevant and culturally inclusive.





# OUR TEAM

The Learning for Sustainability program recognises that children from diverse, small island and coastal communities need locally relevant and accessible support to keep them engaged in learning.

When a child joins the program, they are assigned to a Learning Centre and Teacher. 90% of our Teachers are from the Riau Islands, and 50% are from the communities where we operate.

Our Teachers not only run classes and provide encouragement to students in the classroom; they engage with parents, schools and the community to increase buy-in to learning, link students to opportunities beyond the classroom, and assist students to fully participate in their education.

Program Coordinator and Teacher, Agus Suprianto, describes his experience working with The Island Foundation:

*Working with TIF is a great honor and opportunity. TIF provides space for local children to work and develop their skills. TIF is not only a place to work - we are also given the opportunity to learn many things both individually and as a team. TIF has provided many benefits for me, the team and the surrounding community of course.*



# GOVERNANCE

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# GOVERNANCE OVERVIEW

The Island Foundation is a not-for-profit company limited by guarantee and governed by a Board of voluntary Directors. The Board is regulated by the requirements of the Singapore Charities Commission which sets term and size limits and regulations for serving consecutive terms. The Board appoints a Chair and reviews Board membership at the Annual General Meeting.

The Board has established one committee that reports to the Board - the Audit and Compliance Committee.

The Board meets at least quarterly, to:

- Set the strategic direction
- Set and oversee implementation of policies
- Approve and monitor budgets
- Build, oversee and ensure financial stability
- Ensure compliance with standards, regulations of reporting requirements
- Appoint, support and monitor the performance of the Executive Director.

As at May 2022, there are five Directors, including one Chair and one Treasurer.

Board meeting attendance was 100 per cent for the year.





# BOARD OF DIRECTORS



## **Ed Jenne - Chair**

Ed Jenne has over 25 years experience in sales and leadership. Based in the UK and Singapore, he led teams for leading Asian equity businesses, including Jardine Fleming and CLSA. He co-founded The Island Foundation in 2010 and has chaired the organisation for the last three years. He is also a director of 8 Islands Pte, the owner of Nikoi and Cempedak islands, and is actively involved in early stage business ventures.

Ed holds a BA (Hons) in History from Reading University, UK.



## **Nick Duncan - Treasurer**

Originally an Exploration Geologist, Nick Duncan spent most of his career in the business information sector mainly with IHS Markit (formerly IHS) and latterly Wood Mackenzie. Based variously in the UK, US, and Singapore, he held regional and global leadership positions across multiple disciplines including research, product management, marketing, strategy, business development, and sales.

Nick holds a BSc (Hons) in Geological Sciences from the University of Birmingham, UK.



## **Melissa Murray-Bailey - Director**

Melissa Murray Bailey joined Hootsuite in 2021 and leads the company's sales function globally. Melissa has more than 20 years of experience in sales, leadership, international business, and winning with industry leading organizations.

Melissa holds a BS in Biological Engineering from the University of Maryland and is a Board Member at Top Employers Institute.

# BOARD OF DIRECTORS



## **Stacey Choe - Director**

Stacey Choe is Chief Operating Officer at Asia Philanthropy Circle (APC), a non-profit based in Singapore that convenes Asian philanthropists to learn, collaborate and catalyse new social interventions. Stacey has 12 years of experience in marketing communications, market research and strategy in both corporate and government sectors in China, Italy and Singapore.

Stacey holds a MA in Social Anthropology of Development from SOAS, University of London, and a BA in Political Science and English Literature from the National University of Singapore.



## **Andrew Dixon - Director**

Andrew Dixon spent the first 20 years of his career working in banking in finance eventually arriving in Singapore where he stumbled across the unspoilt beaches and islands of nearby Indonesia. Andrew is a director of 8 Islands Pte, the owner of Nikoi and Cempedak Islands, and together with his partners later founded The Island Foundation. Andrew continues to be an active supporter and advisor on a number of conservation projects in the region.

Andrew holds a BEc and MEc from Macquarie University, Australia, and is an Australian Chartered Accountant.



# FINANCIALS

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# IMPACTS OF COVID-19



The COVID-19 pandemic led schools in Bintan Regency to be closed for four months of the year, and resulted in delays and postponements to our Local Teacher Training and Community Engagement work. Affected activities will be analysed and reallocated across the next two years, to ensure we reach our programmatic targets.

With broad take up of COVID-19 vaccinations in our program locations, we are hopeful that any future delays will be minimal.

***Our field and  
office teams have  
been fully  
vaccinated  
against COVID-  
19.***

# MAJOR DONORS

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As an organisation, we receive both restricted and unrestricted funding from our donors. Restricted funding is purpose-specific, often tied to program outputs, whereas unrestricted funding can be allocated to organisational running costs.



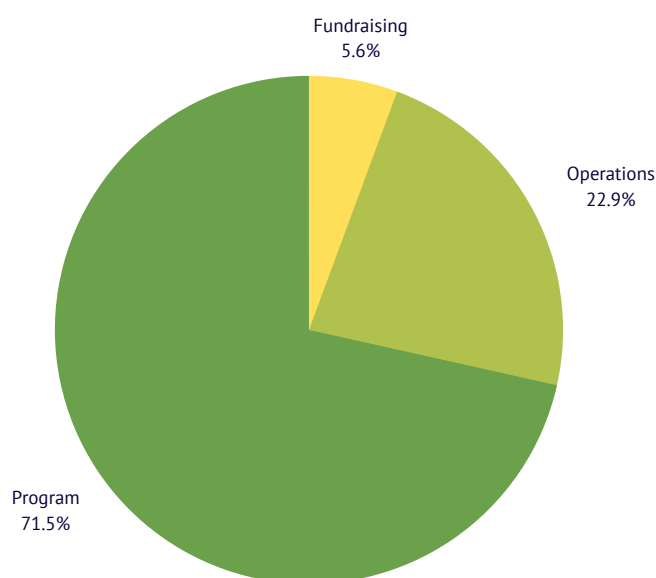
We are very grateful to have received 90% of our budget in unrestricted funding from our three major donors: Manan Trust, Vitol Foundation and FSSA Investment Managers.



Together we hope to develop a model for learning that can be replicated and scaled to other small island and coastal communities.



# EXPENDITURE



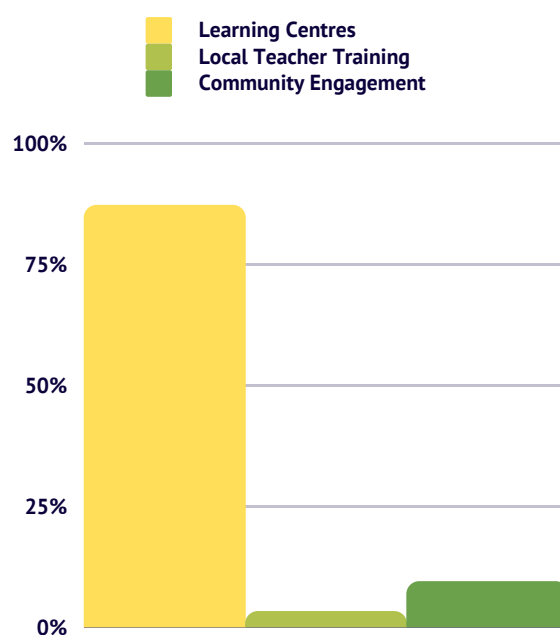
Our expenditure follows sector best practice, and we are continually making improvements to ensure value for money, cost effectiveness and efficiency.

This year, 71.5% of total expenditure was allocated to program delivery that directly benefits our students and stakeholders, 22.9% to operations, and 5.6% to fundraising.

## SPEND BY PROGRAM PILLAR

Our program is structured around three pillars: Learning Centres, Local Teacher Training and Community Engagement.

Due to the impacts of COVID-19 and restrictions on gatherings, total expenditure across all program pillars was under budget. Local Teacher Training and Community Engagement were significantly impacted.





# FINANCIAL SUMMARY

## INCOME STATEMENT (SGD)

### REVENUE

Donations	\$22,075
Corporate funding	\$457,265
Job support scheme	\$0
Wage credit and employee credit	\$1,215
Misc. income	\$165
Total Revenue	\$480,720

### LESS EXPENDITURE

Cost of charitable activities	\$262,941
Governance and administrative costs	\$19,917
Total Expenditure	\$282,858

**TOTAL SURPLUS/DEFICIT FOR  
THE YEAR** **\$197,862**

## STATEMENT OF FINANCIAL POSITION (SGD)

### ASSETS

Plant and equipment	\$12,148
Other receivables	\$3,018
Cash and bank balances	\$295,893
Total Assets	\$311,059

### LIABILITIES

Other payables	\$14,821
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### FUNDS

Unrestricted funds	\$276,257
Restricted funds	\$19,981
Total funds	\$296,238

**TOTAL LIABILITY AND FUNDS** **\$311,059**



# FINANCIAL SUMMARY

## STATEMENT OF CHANGES IN FUNDS (SGD)

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### AS AT 31 MAY 2020

Surplus	\$124,603
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### AS AT 31 MAY 2021

Surplus	\$98,376
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### AS AT 31 MAY 2022

Surplus	\$296,238
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## ANNUAL REMUNERATION DECLARATION

No employee of The Island Foundation draws above SGD\$100,000.

No employee of The Island Foundation serves on the Board of Directors.

No employee of The Island Foundation is related to any member of the Board of Directors.

No member of the Board of Directors receives any remuneration for their services.



**The Island Foundation Ltd.**

**DIRECTORS' STATEMENT**  
**For the Financial Year Ended 31 May 2022**

The directors present their statement to the members together with the financial statements of The Island Foundation Ltd. (the "Company") for the financial year ended 31 May 2022.

In the opinion of the directors,

- (a) the financial statements of the Company are drawn up so as to give a true and fair view of the financial position of the Company as at 31 May 2022, and of the financial performance, changes in funds, and cash flows of the Company for the financial year then ended on that date;
- (b) at the date of this statement, there are reasonable grounds to believe that the Company will be able to pay its debts as and when they fall due; and
- (c) there were no fund-raising events conducted by the Company during the financial year.

**DIRECTORS**

The directors of the Company in office at the date of this report are:

Andrew Vernon Dixon  
Edward Thomas Jenne  
Duncan Nicholas Ian  
Melissa Lynn Murray  
Stacey Choe Siao Yun

**ARRANGEMENTS TO ENABLE DIRECTORS TO ACQUIRE SHARES OR DEBENTURES**

Neither at the end of nor at any time during the financial year was the Company a party to any arrangement whose objects are, or one of whose objects is, to enable the directors of the Company to acquire benefits by means of the acquisitions of shares or debentures of the Company or any other body corporate.

The Company has no share capital, and its liabilities are limited by guarantee. The liability of each member of the Company is limited to an amount as may be required but not exceeding \$300.

**INDEPENDENT AUDITOR**

The independent auditor, Tan, Chan & Partners, has expressed its willingness to accept re-appointment as its auditor.

On behalf of the Board of Directors,



.....  
Duncan Nicholas Ian  
**Director**

Singapore

Date: 15 September 2022



.....  
Edward Thomas Jenne  
**Director**



## INDEPENDENT AUDITOR'S REPORT

To the Members of  
The Island Foundation Ltd.  
For the Financial Year Ended 31 May 2022

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### Report on the Audit of the Financial Statements

#### *Opinion*

We have audited the financial statements of The Island Foundation Ltd. (the "Company"), which comprise the statement of financial position as at 31 May 2022 and the statement of financial activities, the statement of changes in funds and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements are properly drawn up in accordance with the provisions of the Companies Act 1967 (the "Companies Act"), the Charities Act 1994 and other relevant regulations (the "Charities Act and Regulations"), and Financial Reporting Standards in Singapore ("FRSs") so as to give a true and fair view of the financial position as at 31 May 2022 and of the financial performance, changes in funds and cash flows of the Company for the year then ended on that date.

#### *Basis for Opinion*

We conducted our audit in accordance with Singapore Standards on Auditing ("SSAs"). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Company in accordance with the Accounting and Corporate Regulatory Authority ("ACRA") Code of Professional Conduct and Ethics for Public Accountants and Accounting Entities ("ACRA Code") together with the ethical requirements that are relevant to our audit of the financial statements in Singapore, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the ACRA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### *Other Information*

Management is responsible for the other information. The other information comprises the Directors' Statement.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

## INDEPENDENT AUDITOR'S REPORT

**To the Members of  
The Island Foundation Ltd.  
For the Financial Year Ended 31 May 2022**

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### **Report on the Audit of the Financial Statements (Cont'd)**

#### *Responsibilities of Management and Those Charged with Governance for the Financial Statements*

Management is responsible for the preparation of financial statements that give a true and fair view in accordance with the provisions of the Companies Act, the Charities Act and Regulations and FRSS, and for devising and maintaining a system of internal accounting controls sufficient to provide a reasonable assurance that assets are safeguarded against loss from unauthorised use or disposition; and transactions are properly authorised and that they are recorded as necessary to permit the preparation of true and fair financial statements and to maintain accountability of assets.

In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

The directors' responsibilities include overseeing the Company's financial reporting process.

#### *Auditor's Responsibilities for the Audit of the Financial Statements*

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with SSAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with SSAs, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

## INDEPENDENT AUDITOR'S REPORT

To the Members of  
The Island Foundation Ltd.  
For the Financial Year Ended 31 May 2022

### Report on the Audit of the Financial Statements (Cont'd)

#### *Auditor's Responsibilities for the Audit of the Financial Statements (Cont'd)*

- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

### Report on Other Legal and Regulatory Requirements

In our opinion, the accounting and other records required to be kept by the Company have been properly kept in accordance with the provisions of the Companies Act, the Charities Act and Regulations.

There were no fund-raising activities conducted by the Company during the financial year.



Tan, Chan & Partners  
Public Accountants and  
Chartered Accountants

Singapore

Date: 15 September 2022



# FUTURE PLANS

Over the next 12 months, The Island Foundation seeks to expand the Learning for Sustainability program across all three pillars, to address delays caused by COVID-19 disruptions, and to increase our engagement with the Indonesia education sector.

Top line targets for the next year are:

## 14

**LEARNING CENTRES**

## 595

**STUDENTS ENROLLED**

## FIVE

**LOCAL TEACHER TRAINING  
WORKSHOPS**

## 1360

**COMMUNITY EVENT  
ATTENDEES**



# GOVERNANCE CHECKLIST

KEY CODE GUIDELINES	CODE ID	COMPLIANCE
<b>Board Governance</b>		
1. Induction and orientation are provided to incoming governing board members upon joining the Board.	1.1.2	Complied
<b>Are there governing board members holding staff appointments? (skip items 2 and 3 if "No")</b>		No
2. Staff does not chair the Board and does not comprise more than one third of the Board.	1.1.3	Complied
3. There are written job descriptions for the staff's executive functions and operational duties, which are distinct from the staff's Board role.	1.1.5	Complied
4. The Treasurer of the charity (or any person holding an equivalent position in the charity, e.g. Finance Committee Chairman or a governing board member responsible for overseeing the finances of the charity) can only serve a maximum of 4 consecutive years. If the charity has not appointed any governing board member to oversee its finances, it will be presumed that the Chairman oversees the finances of the charity.	1.1.7	Complied
5. All governing board members must submit themselves for re-nomination and re-appointment, at least once every 3 years.	1.1.8	Complied
6. Induction and orientation are provided to incoming governing board members upon joining the Board.	1.2.1	Complied
<b>Conflict of Interest</b>		
7. There are documented procedures for governing board members and staff to declare actual or potential conflicts of interest to the Board at the earliest opportunity.	2.1	Complied
8. Governing board members do not vote or participate in decision making on matters where they have a conflict of interest.	2.4	Complied
<b>Human Resource and Volunteer Management</b>		
9. The Board approves documented human resource policies for staff.	5.1	Complied
<b>Financial Management and Internal Controls</b>		
10. There is a documented policy to seek the Board's approval for any loans, donations, grants or financial assistance provided by the charity which are not part of the charity's core charitable programmes.	6.1.1	Complied
11. The Board ensures that internal controls for financial matters in key areas are in place with documented procedures.	6.1.2	Complied
12. The Board ensures that reviews on the charity's internal controls, processes, key programmes and events are regularly conducted.	6.1.3	Complied
13. The Board approves an annual budget for the charity's plans and regularly monitors the charity's expenditure.	6.2.1	Complied
<b>Does the charity invest its reserves (e.g. in fixed deposits)? (skip item 14 if "No")</b>		No
14. The Board ensures that internal controls for financial matters in key areas are in place with documented procedures.	6.4.3	Complied
<b>Fundraising Practices</b>		
<b>Did the charity receive cash donations (solicited or unsolicited) during the financial year? (skip item 15 if "No")</b>		No
15. All collections received (solicited or unsolicited) are properly accounted for and promptly deposited by the charity.	7.2.2	Complied
<b>Did the charity receive donations in kind during the financial year? (skip item 16 if "No")</b>		No

# GOVERNANCE CHECKLIST

KEY CODE GUIDELINES	CODE ID	COMPLIANCE
16. All donations in kind received are properly recorded and accounted for by the charity.	7.2.3	Complied
<b>Disclosure and Transparency</b>		
17. The charity discloses in its annual report – (a) the number of Board meetings in the financial year; and		
(b) the attendance of every governing board member at those meetings.	8.2	Complied
<b>Are governing board members remunerated for their services to the Board? (skip items 18 and 19 if “No”)</b>		No
18. No governing board member is involved in setting his own remuneration.	2.2	Complied
19. The charity discloses the exact remuneration and benefits received by each governing board member in its annual report.		
OR The charity discloses that no governing board member is remunerated.	8.3	Complied
<b>Does the charity employ paid staff? (skip items 20 and 21 if “No”)</b>		Yes
20. No staff is involved in setting his own remuneration.	2.2	Complied
21. The charity discloses in its annual report – (a) the total annual remuneration for each of its 3 highest paid staff who each has received remuneration (including remuneration received from the charity’s subsidiaries) exceeding \$100,000 during the financial year; and		
(b) whether any of the 3 highest paid staff also serves as a governing board member of the charity.		
The information relating to the remuneration of the staff must be presented in bands of \$100,000.		
OR The charity discloses that none of its paid staff receives more than \$100,000 each in annual remuneration.	8.4	Complied



# THANK YOU

To all of our donors, supporters, partners, program stakeholders and team - thank you for helping The Island Foundation to transform learning ecosystems in remote small island and coastal communities.

Together, we are improving student learning experiences and outcomes.



“ I SEND MY DAUGHTER TO THE LEARNING CENTRE BECAUSE I WANT HER FUTURE TO BE BRIGHT AND MORE ADVANCED.”



**OFFICE ADDRESS**

#01-01  
17 Woking Road  
Singapore  
138696

**CONTACT US**

[info@theislandfoundation.com](mailto:info@theislandfoundation.com)

**COMPANY REGISTRATION**

201011968M

[www.theislandfoundation.com](http://www.theislandfoundation.com)



THE ISLAND  
FOUNDATION

Yayasan Peduli Kepulauan Indonesia