

UNITED IN LOVE  
TO LIVE OUT LOVE



**KIN** KOINONIA  
INCLUSION  
NETWORK

**2023-2024  
ANNUAL REPORT**







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# Overview



## The Koinonia Inclusion Network (KIN)

is a disability mission organisation that enables the Church to welcome and disciple people of all abilities.

### KIN's Vision

*The Church enabled to welcome and disciple people of all abilities.*

“A person has only one body, but it has many parts. Yes, there are many parts, but all those parts are still just one body. Christ is like that too.”

*1 Corinthians 12:12 (ERV)*



# KIN's Core Values



**PEOPLE FIRST**



**PRAYERFUL**



**PURPOSEFUL**

## Corporate Information

KIN is a society and charity registered with the Registry of Societies and the Commissioner of Charities, Singapore. KIN has a constitution as its governing instrument.

*Unique Registration Number (UEN)*  
T19SS0269K

*Date of Registration as a Society*  
29 December 2019

*Date of Registration as a Charity*  
7 July 2021

*Registered Address*  
133 Fidelio Street, Opera Estate  
Singapore 458518

*Auditors*  
Ken Tan & Co PAC

*Banker*  
DBS Bank



# Chairman's Message

Ps Leow Wen Pin

## Dear Friends of KIN,

As I reflect on the past year at KIN, I am deeply moved by the theme of this annual report: *united in love, to live out love*. This theme not only echoes the essence of Christ's love but also embodies God's call for all Christians to actively disciple individuals of all abilities, and thus embody God's inclusive gospel. Throughout this year, every story of partnership, every project, and every relationship at KIN has profoundly illustrated this divine mandate.



Our collective efforts, as outlined in this annual report, are not merely a list of achievements but a celebration of a community united by Christ's love. From the inception of our inaugural fundraising dinner, *munchKIN*, which saw a collaboration between Board members, committee members, staff, and partners, to the dynamic equipping of churches through the concerted efforts of our trainers and partners like our Community of Practice co-creators — each initiative has reinforced that in giving, we receive, and in serving, we are transformed.

This transformation has been evident across our community. As you will hear from the testimonies in the pages of this report, a common refrain in their narratives that emerges is this: as we serve, God works within us, refining and renewing our hearts. It is a powerful reminder that discipleship and inclusion are responsibilities we must personally embrace, not outsource or delegate to someone else.



As Paul writes in *1 Corinthians 12:24b-26 (ESV)*,

"But God has so composed the body, giving greater honour to the part that lacked it, that there may be no division in the body, but that the members may have the same care for one another. If one member suffers, all suffer together; if one member is honoured, all rejoice together."

These Scripture verses beautifully illustrate why our work at KIN is so crucial and why each partnership, each effort, and each heart change is central to our mission. We are called not just to unity but to a collective living out of love that mirrors the inclusive gospel of Christ.

Thank you for your continued support and commitment to KIN. Together, guided by God's hand and united in His love, we step into another year ready to deepen our impact and widen our embrace.

With heartfelt gratitude and unyielding hope,

Ps Leow Wen Pin  
Chairman



# Our People

For lack of guidance a nation falls,  
but victory is won through many advisers.

*Proverbs 11:14*





## Our People

2023 marked a transformative year for KIN, which was characterised by significant organisational changes. One of the most notable changes was the shift from KIN being overseen by a more hands-on Management Committee to a more strategy and governance-focused Board. This strategic pivot was designed to enhance strategic and operational efficiency, and more effectively support KIN's vision of enabling churches to welcome and disciple people of all abilities.

A key aspect of this transition was the strengthening of KIN's Board with diverse talents drawn from the charity and private sectors, including individuals with lived experiences of disability. This ensured a rich variety of perspectives and expertise, empowering KIN to fulfill her God-given mission in a creative and faithful way.

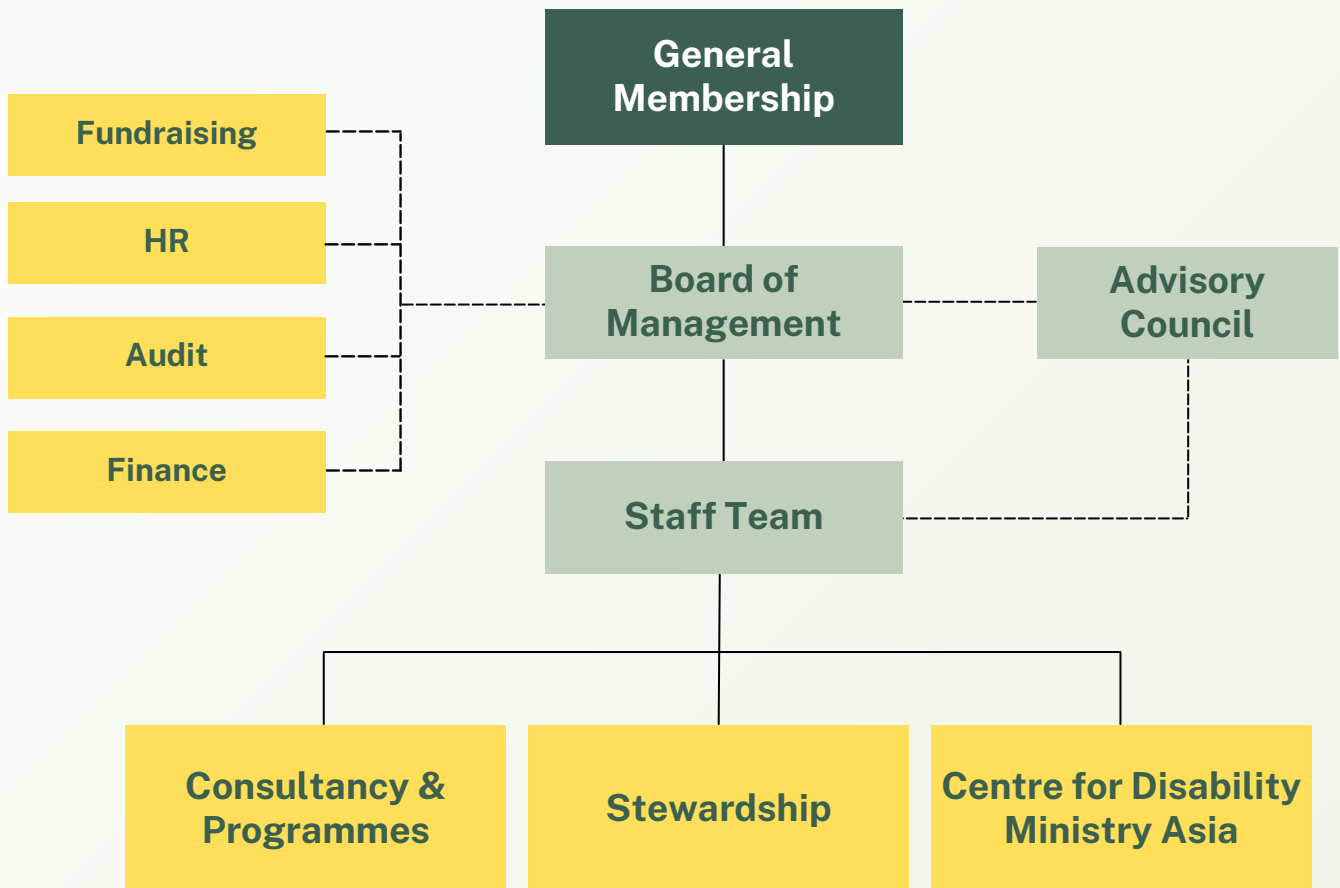
To further support this new structure, several board committees were established, focusing on Human Resources, Finance, Audit, and Fundraising. These committees worked closely with the staff to build robust structures and processes essential for KIN's growth and operational excellence. Their role was crucial in stewarding resources effectively and ensuring that KIN's mission was pursued with integrity and accountability.



The Fundraising Committee, in particular, played a pivotal role this year by spearheading KIN's inaugural fundraising dinner, *munchKIN*, held in January 2024. This event was a major milestone for KIN, symbolizing the collective efforts of both the Board and staff. The committee was instrumental in pulling together resources, designing the program, guiding the staff, and strategising to ensure the event's success. The event not only raised funds but also gave us an opportunity to share with our guests what God has been doing through KIN.

The evolving relationship between the Board and the staff has been a testament to the power of partnership. As KIN continues to grow and adapt, the foundation laid in 2023 will undoubtedly be a cornerstone of its future growth. With a team of dedicated Board members and staff closely partnering together, KIN is "United in Love, to Live out Love."

# Organisational Chart



# Board Members

Members Serving wef 1 Apr 2023



As a registered charity, KIN is governed by a Board comprising persons with and without disabilities who bring with them substantial experience in the disability, charity, and private sectors.

Name	Position	Date of Appointment	Occupation
Mr Leow Wen Pin	Chairman	29 Dec 2019	Academic/ Religious Worker
Mr Alister Ong	Deputy Chairman	17 Dec 2022	Human Resources Professional
Ms Michelle Wong	Honorary Secretary	17 Dec 2022	Consultant
Ms Jasmine Teo	Honorary Treasurer	17 Dec 2022	Chartered Accountant
Ms Carina Sim	Member	26 Jun 2021	Behavioural Therapist
Ms Giang Thuy Anh	Member	25 Jun 2022	Occupational Therapist
Mr Michael Cheah	Member	17 Dec 2022	Social Service Agency Leader
Mr Allen Chng	Member	17 Dec 2022	Venture Capitalist

# Advisory Council

## Members



Name	Occupation
Rev. Dr Keith Lai	Former Senior Pastor, Covenant Presbyterian Church
Mr Dickson Lim	Head of Temasek Trust Foundation Advisors Panel Judge, Singapore's Charity Governance Awards Advisory Council Member, Home for Good Singapore
A/Prof. Carol Ma	Associate Professor and Head of Gerontology Programmes, Singapore University of Social Sciences Panel Member, Tote Board Community Health Fund Evaluation Advisor for caregiver and eldercare services, National Council of Social Service Advisor, International Longevity Centre Singapore
A/Prof. Rochelle L. Scheuermann	Missiologist and Associate Professor of Evangelism and Leadership, Wheaton College President, Evangelical Missiological Society
Ps. Edric Sng	Deputy Senior Pastor, Bethesda-Bedok Tampines Church Editor, Thirst Collective
Mr Eric Tan	Senior Consultant and Lead Trainer, Digital Workplace programme, ROHEI Learning & Consulting
Rev Tony Yeo	Senior Pastor, Covenant EFC Chairman, Evangelical Free Church of Singapore and Evangelical Free Church All Asia (Malaysia, Thailand, Philippines, Hong Kong and Japan) Executive Committee Member, National Council of Churches of Singapore
Professor Erik Carter	Luther Sweet Endowed Chair in Disabilities, Baylor University Executive Director, Baylor Center on Developmental Disabilities

KIN's work is supported by an international panel of experts who are passionate about seeing God's inclusive gospel lived out through His Church. Our advisors bring to KIN the best of biblical insight and professional expertise.

Name	Occupation
Mr Bernard Chew	Chief Executive Officer, St Andrew's Autism Centre, Singapore
Professor Benjamin Connor	Professor of Practical Theology Director, Center for Disability and Ministry, Western Theological Seminary
Dr Dave Deuel	Senior Research Fellow Emeritus, The Joni Eareckson Tada Disability Research Center Academic Dean Emeritus, The Master's Academy International
Ms Anita Fam	President, National Council of Social Service, Singapore
Ms Sherena Loh	Co-Founder and Director, Muscular Dystrophy Association, Singapore
Prof John Swinton	Professor in Practical Theology and Pastoral Care Chair in Divinity and Religious Studies, University of Aberdeen
A/Prof. Kenny Tan	Chief Executive Officer, St Luke's Eldercare Ltd, Singapore
A/Prof. Wong Meng Ee	Associate Professor, Psychology and Child & Human Development, National Institute of Education, Nanyang Technological University, Singapore
Mr Ronald Wong	Deputy Managing Director, Covenant Chambers LLC, Singapore

# Staff Team



## Stewardship Team



### **Jesselyn Ng**

Executive Director

*Appointed on 1 Aug 2022*

Prior to joining KIN, she spent a decade as a psychologist working with families and adults with intellectual disability. She served as KIN's founding Vice-President since 2019 and played a key role in establishing KIN's flagship programme, the Certificate of Christian Disability Ministry (CCDM). In her home church, she supports the disability ministry as trainer and advisor.



### **Melody Phuan**

Operations Manager

*Appointed on 1 Apr 2024*

Mel is a strategic generalist supporting KIN's people, projects and processes. Prior, she was a User Researcher at a tech start-up and was on the Community Engagement Committee in school.



### **Amy Teh**

Head of Finance

*Appointed on 1 Jan 2024*

Amy brings with her decades of financial and accounting experience in both corporate and charity sectors. Moved by the vision of KIN, Amy joined to strengthen our stewardship of resources.



### **Yap Foon Lyn**

Concept Developer

*Appointed on 1 Feb 2023*

A *pro-bono* staff member, she is an experienced administrator and educator having served in various capacities in Singapore's education sector. She currently serves as a Sunday School teacher and is on the Worship Team in her church.



At the heart of KIN's ministry is a passionate team of staff members. They bring their experience and expertise in disability ministry and other relevant areas to bear in serving churches in Singapore and beyond.

## Consultancy & Programmes Team



### **Cherie Ng**

Director  
(Consultancy & Programmes)

*Appointed on 1 Jan 2022*

Trained in early intervention as well as having experience leading her church's disability ministry, Cherie leads KIN's consultancy team.



### **Teresa Ng**

Consultant

*Appointed on 1 Jul 2022*

As a person with low vision and a trained advocate for the visually-impaired, Teresa draws upon her rich life experiences to be an effective trainer to churches in the area of disability ministry.



### **Joanna Ong**

Manager, Programmes

*Appointed on 1 Apr 2021*

Tapping on her background in education and research, Joanna organises KIN's regular training programmes to serve the needs of the Church.



### **Nicole Wong**

Senior Consultant

*Appointed on 1 Aug 2023*

Prior to joining KIN, Nicole worked with students and adults with various disabilities in areas of training and employment. Under the Consultancy and Programmes team, she plans and organises KIN's training programmes and engages with churches on their disability inclusion journeys.

# My experience as a KIN staff consultant

Special Feature on Teresa Ng



Teresa has provided training for our workshops since 2022. Passionately, she shares insights on her experience with low vision. Teresa supports churches by understanding their needs and strategising next steps, to help meet their disability inclusion goals. In the following dialogue, Teresa reflects on her journey with KIN.

## How has your work in KIN impacted those whose churches you have served?

After my workshops, people usually tell me they have a much better understanding of what inclusion is really all about. Interestingly, last year, I met a woman in my church, Covenant Presbyterian Church (CPC). After hearing about what KIN does, her immediate words were, “thank you so much.” Having raised a son with autism, she wished she had known about us sooner. She was so happy that there was now a voice in the church, for people like her son with special needs. I felt immensely encouraged by this.

## What would you like to tell churches about disability inclusion?

As a person with a disability, I feel welcomed when I enter a church. We say “hi” and “bye” to each other, but when service is over I have often still felt alone. I wish churches can be places where people with special needs always feel like they belong. We, as KIN, hope to keep helping our partners with this.

I would also like to raise the concern on ageing church populations. Dementia rates are growing across Singapore. Shouldn't we ensure that all believers, even with dementia, can continue to partake in worship and church life? This is a vital conversation that we would love to have with church leaders very soon.

## How did you navigate the challenges of working in KIN as a blind person?

My colleagues at KIN make me feel like I am part of a family, and I have never felt excluded. Although it wasn't easy, they all put such effort into learning to work with me and my vision impairment. What were once challenges for me are now part of my comfort zone!

## How has your relationship with God grown during your time in KIN?

My understanding (of the Bible) was superficial. I had no confidence, being tasked to explain the biblical perspective of inclusion. Especially in Luke 14:13, the Parable of the Great Banquet, where Jesus tells the Pharisees to “invite the crippled, poor, and blind because they can never repay you.” How could the Bible suggest that someone like me cannot repay others? Even with a disability, I do contribute to society.

KIN helped me see that this verse is not about the ability to repay love, but God's desire for us to share His love unconditionally. My faith was profoundly deepened in preaching this new understanding to others.

My personality changed. My connection with God is closer, and I'm surrounded by people who share the same beliefs. It has been so meaningful!

# Our Partners

So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up.

*Ephesians 4:11-12*



# Our Partners

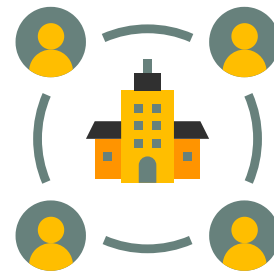
Just as it takes a whole village to raise a whole child, it also takes the whole Church to bring the whole gospel to the whole world.

KIN is thankful for its many partners who support our work of disability ministry in Singapore and beyond.

## Partner Organisations as of 31 March 2024

The following partnering organisations have helped to multiply the work of ministry at KIN:

- Bethany Evangelical Free Church
- Centre for Autism and Theology, University of Aberdeen
- Covenant Presbyterian Church
- Graceworks Pte Ltd
- Western Theological Seminary
- St Luke's Eldercare



## Supporting Churches

KIN is thankful for the following churches whose financial support has been invaluable.

- Ang Mo Kio Presbyterian Church
- Bethany Evangelical Free Church
- Biblical Graduate School of Theology alumni
- Covenant Presbyterian Church
- Emmanuel Assembly of God Church
- Mount Hermon Bible-Presbyterian Church
- The Bible Church
- Wesley Methodist Church





Over FY23/24, KIN has engaged participants from the following churches and organisations in Singapore and overseas, and across the denominational spectrum.

- 3:16 Church
- Adam Road Presbyterian Church
- Alliance of Pentecostal & Charismatic Churches of Singapore
- Ang Mo Kio Presbyterian Church
- Baptist Theological Seminary
- Bartley Christian Church
- Bethany Evangelical Free Church
- Bethany Trinity Presbyterian Church
- Bethesda (Bedok-Tampines) Church
- Bethesda Cathedral
- Bethesda Church Bukit Arang
- Chapel of Christ the Redeemer
- Christ Methodist Church
- Church of Good Shepherd
- Church of Our Saviour
- City Harvest Church
- Cornerstone Community Church
- Covenant Community Methodist Church
- Jurong Christian Church
- Kum Yan Methodist Church
- Leng Kwang Baptist Church
- Lighthouse Evangelism
- Mount Hermon Bible Presbyterian Church
- New Creation Church
- Orchard Road Presbyterian Church
- Paya Lebar Methodist Church
- Pentecost Methodist Church
- Risen Christian Assembly
- RiverLife Church
- Scripture Union
- Sengkang Methodist Church
- Shekinah Joy Church
- Singapore Bible College
- Singapore Institute of Management (Christian Fellowship)
- St Andrew's Cathedral
- St James' Church
- St John's St Margaret's Church
- St Luke's Eldercare
- St. Peter's Church
- Toa Payoh Chinese Methodist Church
- Wesley Methodist Church
- Yishun Christian Church (Anglican)
- Zion Bishan Bible-Presbyterian Church
- Zion Serangoon Bible-Presbyterian Church

# Highlights of The Year

We hold communities of practice, workshops and sermons to galvanise for disability ministry & missions.

Read on to see our favourite moments with our “co-labourers in loving”



# Community of Practice

Bringing learners together to elevate & enjoy the inclusive church



And let us consider how we may spur one another on toward love and good deeds, not giving up meeting together, as some are in the habit of doing, but encouraging one another — and all the more as you see the Day approaching.

*Hebrews 10:24-25*





## Heartbeat of COP

The Community of Practice (COP) was convened by KIN in collaboration with our co-creators, Ms. Gwee Ting Ai and Dr. Wei Ker Chiah, both disability ministry leaders in their own churches, in response to the emergent needs within the local disability ministry community. KIN, having journeyed alongside various churches and their disability ministries for years, recognized an increasing need for these ministries to be interconnected and well-supported.

With earnest prayer and strategic partnership, we launched our inaugural COP session in early 2023. Starting as a modest gathering of ministry leaders, our COP has since grown into a budding community of church leaders, volunteers, and practitioners who share the same desire for God's inclusive gospel to be lived out in the Church.

Each COP session explores a topic that has been curated to meet the needs of the group, from practical techniques and volunteer management to broader topics aimed at deepening the competencies of disability ministry practitioners. In line with what we preach, sign language interpretation is provided in every session, to ensure the accessibility of deaf participants. The COP allows the attendees to take this time to get to know one another, build relationships and exchange best practices. To facilitate this, KIN partners with host churches to set up a welcoming and accessible environment complete with meals, so that participants of all abilities may connect comfortably over food. This approach not only strengthens our ministry but also reinforces our commitment to collaboration and mutual support within the disability ministry community.



If you would like to bless our COP by offering your church as a host venue, please get in touch with us at [team@kin.org.sg](mailto:team@kin.org.sg)



# Our Impact

Our COP sessions have served **169 disability ministry practitioners across 44 churches**



## What we have covered in previous COP sessions:

### Volunteer Management Series

Building Strong Foundations for Ministry

### Best Practices Series

Emotional & Behavioural Management in Persons with Disabilities

Visualise to Verbalise

## What our Participants have to say:

*Today's session allowed me to meet some new people who are also serving in the disability space and build connections. The speaker was succinct and covered applicable and impactful key points in the short time given, which inspire more action and how we can engage with volunteers.*

*Daryl, Bethesda Bedok Tampines Church*

*I am greatly inspired by the heartbeat of the speakers. To look at the problem through refocusing on the matter of the heart and the person with special needs.*

*Mei Koh, Church of Our Saviour*

*One thing that I found very useful was the challenge to rethink about the way we relate to persons with disabilities pastorally as well as rethinking what are the paradigms and forms of worship, how we can adapt them to make them inclusive such that the individuals with disabilities are able to worship communally and not miss out on the experience as one body in Christ.*

*Jonathan, St Andrew's Cathedral*

*I'm thankful to the speaker, Dawn, for using her knowledge from her work and apply it to teach our special needs friends in the church. I learnt methods such as using pictures to help the friends with limited verbal abilities to engage them and help them to understand and remember the biblical lessons better! It's something I will definitely try to implement in the special needs ministry in my church!*

*Grace, Hope Singapore*



## Note from COP Co-creator, Gwee Ting Ai



The Community of Practice (COP) for Disability Ministries in churches is exactly that – a community of believers coming together to share not just best practices in their respective ministries, but also to engage with and encourage each other so that everyone knows that they are not alone in their ministries. Different disability ministry representatives make up the COP and I have had the privilege of hearing their stories and learning from them. Each disability ministry differs from the other but it is amazing how despite the differences, we can come together as a united Body of Christ to love and reach out to those with disabilities.

When the COP first started, my ministry was at a loss on how to develop a suitable Sunday School curriculum for those with disabilities. After chatting with others in the COP, we were blessed by another member who sent us all their materials including PowerPoints and activities! I am a firm believer of not re-inventing the wheel if we don't have to. And just as I have been blessed, I would be more than happy to pass it forward and bless others too.

COP is a space where I find much encouragement and hope in being both a participant in a disability ministry as well as being a leader. Talking to others in similar positions and situations makes me realise that I am not alone as a parent of a special needs adult and I am also not alone in leading my ministry.

As we get to know each other better as a COP and grow to trust each other more, I believe the COP can be a safe space to share our stories, our fears, our frustrations, our experiences and more. And together we can pray for each other, encourage each other and stand together as a community with the same heart. I hope that more churches will be open to welcoming people with disabilities and I believe the COP will be more than happy to come alongside and journey with anyone who may be exploring beginning a disability ministry.

# Koinonia Groups Book Launch



Many church communities expressed challenges in discipling people with special needs, and forging deeper relationships with them. Recognising this, KIN commissioned the development of a resource, *Koinonia Groups*, aimed at developing disability-inclusive small groups where Christians of all abilities would partner and encourage each other to grow more Christ-like together.

This initiative is rooted not in charity but in a fundamental biblical mandate. In *1 Corinthians 12*, the church is described as one body with many parts, each indispensable. This theological foundation drives the mission of *Koinonia Groups*, emphasising mutual dependency and collective spiritual growth as essential to fulfilling the Christian call to unity and love, regardless of abilities, to reflect the full image of Christ.



# The Book Launch

We praise God for enabling the Centre for Disability Ministry in Asia (CDMA), which produced yet another one-of-a-kind resource, *Koinonia Groups: Nurturing Disability-Inclusive Small Groups in Your Church*.

The book launch was held on 11th May 2024, in conjunction with the 4th COP at Leng Kwang Baptist Church. We heard unique insights from a pastor, a parent, and a practitioner. All three co-authors of the book, and Dr Wei Ker-Chiah, were present in a panel discussion that addressed issues etched in the hearts of our 93 attendees, before ending the afternoon with a hearty fellowship lunch.

The cover image of *Koinonia Groups* is a beautiful quilt of many colours. Just as a quilt is made whole by its various pieces, so are we spiritually enriched by the inclusion of all gifts and backgrounds. All participants received a copy of the book and a matching bookmark, which could be joined with others to form a complete picture of a quilt - a souvenir to remind us of the joy of belonging in the body of Christ.





## What our Participants have to say:

*Being a Christian and a mum of a special needs son, today's session has greatly affirmed and increased my hope and trust in our ever-so-real God!*

*My occasional feeling of despair is gradually being cast out with renewed hope, knowing that there are people out there who truly care, and strongly advocate the cause no matter how challenging it is. We only need to be willing to receive such compassion and kindness through the grace of God!*

*KIN shows me that God is moving mightily and unceasingly through the hearts of those who answer to His call, to reach out to the forgotten and unseen minority group of people with special needs, for God loves them no less than He loves us "normal" people.*

*Mary Toi, Church of Our Saviour*

*I attended my first COP today and found it helpful to hear other perspectives as a differently abled person. The bottomline is everyone has a part to play. Don't self-exclude!*

*Jacqueline Woo, Jurong Christian Church*

*All the speakers shared authentically from their experiences. The panellists relevantly addressed all the questions raised, and I went away with a better understanding.*

*Darrell Lee, Barker Rd Methodist*



In the following excerpt, Dr Wei Ker-Chiah, our dear friend and psychiatrist, details his journey of forming his first Koinonia Group in 12 years of being a disability ministry leader.

### ***Dr Wei's Koinonia Group***

What kickstarted the process was a few core members who believed in the needs of this area and **had a common vision** to meet them. We then **sought the Lord in prayer** for His providence, trusting He will guide us to people we should reach out to. With **the support of church leadership**, we then launched a small men's discipleship group made of people with and without autism.

It was helpful that the group has a **strong mindset for inclusion and already had some basic understanding of disabilities**, thus creating a high level of acceptance from the start. With an **attitude of openness to learn from one another**, the lines between those who are "serving" or "being served" in our usual disability ministries were blurred; in fact, **at times it is those with disabilities who modeled the best lessons for the group**. For example, the authenticity and honesty of those with autism enabled deep sharing in our meetings, and the simple faith they have has been a strong encouragement to everyone as we continue to pray for and minister to one another.

Members with disabilities are **given opportunities to exercise and develop their gifts in a non-judgmental environment, and it was really encouraging to see what God can do through them**. For example, one of the members grew in his confidence to sing with encouragement from the others and subsequently took on the role as a back-up singer in the church service. Another developed a new self-confidence as we discovered he has the gifts of hospitality, evangelism and a shepherding heart for others. As he began reaching out more to his ex-schoolmates, we also realized that the group acted as a safe platform for visitors with disabilities to come into the church and be more easily connected.

# Our Programmes



# Our Impact

In the last year, KIN has equipped **1325 people** across **40 churches** through our programmes



14

Churches engaged KIN for a workshop for the first time

7

Churches continued their partnership with KIN to run a workshop

7

Workshops for Youth Ministry

7

Workshops for Building a Disability-Inclusive Church

6

Leadership Engagements

5

Sermons for Disability Inclusion

4

Workshops for Transitioning to an Inclusive Sunday School

## We have seen people impacted through personal transformation:

*I'm inspired to start reaching out to all we meet with a sincere heart of caring, only then can we know where and what their needs are. Also as I serve, I'll stop thinking that I am doing others a favour, instead I ought to do it as unto the Lord!*  
*unnamed participant, COGS Leadership Engagement*

*I'll start to be aware of the people that have fallen through the cracks in the community, and to continue discipling and developing deeper relationships with those around me. I will also stop assuming people's lives without getting to know them.*  
*Anonymous, ZSBPC Disability Inclusion*

## We have seen people more confident and equipped for ministry

*I will strive to be more intentional about developing (the child's) character and find opportunities to demonstrate Christlikeness through and in my lessons.*  
*Allyson Tan, SKMC ISS*

## We have seen people ready to take steps towards long-term impact for the Church

*I will start emphasising the importance of disability awareness in my church's youth ministry and the idea of outreach to these areas. I will also take the initiative to share the desire to embrace differently-abled people with my church leaders. All are welcomed in the body of Christ.*  
*Shyuen Sim, PLMC Hospitality*



# Inclusive Sunday School Workshops



Through the year, KIN has had the privilege to speak to many Children's Ministry Leaders and Teachers on how they may take steps to transition from a Sunday School towards an *Inclusive Sunday School*.

Apart from equipping ourselves with knowledge about children who are different, we learnt what it means to truly embrace them. We also explored wonderful ways to love and support them through inclusive Sunday School practices, and how these practices benefit all children. Indeed, what a joy it is to see all His children welcomed and disciplined in the Church!



## A word from our Volunteer Trainer, Caleb Lai:

I heard about KIN from Wen Pin's sermon, "Who Proved To Be A Neighbour". It resonated with me that their mission is to help churches love and disciple people of all abilities. Working in the disability sector, I myself saw the gaps in churches and decided to volunteer with KIN at the start of 2022.

Despite being a professional, I knew little about the Christian perspective of disability. Through KIN I began to learn this, and went on to train churches the same way. My heart changed as I realised that the Church should not be inclusive out of pity, but because it was designed to thrive on inclusivity. We are stronger and better - reaching our fullest God-given potential when we are inclusive.

To aspiring volunteers, I would encourage you to take the leap of faith if KIN's mission aligns with yours. Every year, more and more people with disabilities enter the Church. It is of utmost importance that churches and their members are ready to welcome and disciple them into God's kingdom. And what a privilege it is to be part of this movement!



# Awareness and Inclusion Workshops

## Mount Hermon Bible-Presbyterian Church

In September 2023, KIN was invited to conduct a Disability Inclusion Seminar at Mount Hermon Bible-Presbyterian Church (MHBPC) to raise congregational awareness of disability inclusion. The session was filled with thought-provoking questions as we reflected on the growing realities of disability in Singapore and the Church's call to include and disciple people of all abilities. We also had a wonderful time discussing practical ways to love our fellow brothers and sisters in Christ with different gifts and abilities, and how building meaningful relationships with one another can look like within the church.



Teresa, Consultant at KIN, exchanging insights with participants during a group discussion



## Bethany Evangelical Free Church

We are ever so encouraged by the participants from Bethany Evangelical Free Church (BEFC) who joined us over three sessions in Feb and March 2024 to explore the what, whys and hows of building an inclusive church. We started by asking the fundamental question of “what is disability?” and challenged our perspectives by reframing what it is. We also reflected on why we should include people who are differently abled and grew to appreciate that everyone can and should be enabled to fulfil God’s purpose for their lives. More than learning useful tips on disability etiquette, we recognised the importance of building and deepening relationships with one another. It truly takes a whole church’s effort to create and sustain an inclusive culture!



Bethany Discipleship Class on Zoom

# Youth Workshops



## Bartley Christian Church

KIN also had the privilege of reaching the younger generation in this journey of disability inclusion. Bartley Christian Church engaged KIN to share the message of inclusion to their youth ministry, which was attended by around 60 youths from secondary to tertiary level.

Through a series of interactive games and media, KIN addressed their burning questions such as 'Why do disabilities exist?' and 'If Jesus loves us so much, then why do people with disabilities go through so much pain and suffering?'. We are heartened by the openness and responsiveness of the youths, and indeed it's never too young to impart God's heart of inclusion to the next generation.



Having fun during a group activity



Cherie explaining the importance of biblical inclusion

# Hospitality Workshops



## Zion Bishan Bible-Presbyterian Church

KIN's partnership with Zion Bishan Bible-Presbyterian Church have led us to explore various areas of discipleship and disability inclusion in the Church. In our Hospitality Workshop titled Relationships In the Church, we explored how we can build better relationships with people with different backgrounds and experiences from ourselves.

Through the session, we learnt about various needs of people who may walk through the doors of our Church. We reflected on what our role as a Church is, and that our heart posture should always be oriented towards others around us. Importantly, we resolved by asking ourselves the important fundamental question of: who can I be a neighbour to?





KIN held its inaugural fundraising dinner, *munchKIN*, on January 26th, under the theme "At the Family Table." This memorable event took place at SoulFood, a venue staffed by differently-abled individuals who utilized their unique gifts to create a remarkable fine dining experience. The dinner was attended by 60 guests, including clergy, lay leaders, members, and long-time friends and supporters of KIN.

The dinner was kicked off with the premier of a specially commissioned video of Mr and Mrs Dickson and Allison Lim's family. Of their four adopted children, three have special needs. "**At the Family Table**" tells the story of how the family supports each other with love, reflecting God's inclusive love for everyone at *His* family table.

Following a sharing by **Pastor Norman Ng** on the beginnings of BRAVE club, the disability ministry of 3:16 Church that connects with special families through sports, the gifts of three differently-abled guests were celebrated:

- **Isabelle Lim**, a professional photographer with Nager Syndrome, who also served as the event photographer, uses her unique perspective to capture the essence and spirit of her subjects.
- **John Chan**, a man with Down Syndrome who is known for his drumming and dance talents, actively serves as an usher and drummer in his church, enriching services with his joy and energy.
- **Aaron Yap**, a man with autism, is an award-winning artist whose imaginative works have graced various galleries and KIN's publications. Additionally, Aaron demonstrated his cup-stacking skills at the event, highlighting his artistic diversity and precision.

These highlights from the event are a testament of KIN's commitment to recognizing and celebrating the diverse and God-given gifts of all people. More than \$70,000 was raised at munchKIN, which will further support KIN's initiatives and programmes that aim to enable the Church to welcome and disciple people of all abilities.



Fundraising Efficiency Ratio: 7.90. For every \$1 spent, KIN raised \$7.90



## Our Media



### Love is a Verb

Dickson and Allison Lim have a special family; not because three of their four adopted children have special needs but because they choose to love, to constantly build one another up and to trust that the Lord is the One to supply all that they need.

[youtube.com/watch?v=SzQmtzAaEfU&t=10s](https://youtube.com/watch?v=SzQmtzAaEfU&t=10s)



Methodist Message

### Singapore Disability Ministry Survey

[kin.org.sg/wp-content/uploads/2023/05/SDMS-2023.pdf](https://kin.org.sg/wp-content/uploads/2023/05/SDMS-2023.pdf)





## MEDIA FEATURES



Salt & Light

How can churches include persons with disability? KIN survey offers insights and partnership

Christine Leow



[saltandlight.sg/service/how-can-churches-include-persons-with-disability-kin-survey-offers-insights-and-partnership/](https://saltandlight.sg/service/how-can-churches-include-persons-with-disability-kin-survey-offers-insights-and-partnership/)



Salt & Light

“Churches need to proactively reach out”: Pastors and parents of children with special needs respond to Greenridge Crescent tragedy



[saltandlight.sg/news/churches-need-to-proactively-reach-out-pastors-and-parents-of-children-with-special-needs-respond-to-greenridge-crescent-tragedy/](https://saltandlight.sg/news/churches-need-to-proactively-reach-out-pastors-and-parents-of-children-with-special-needs-respond-to-greenridge-crescent-tragedy/)



Salt & Light

“Let each small group be a nucleus of love and advocacy for the family”: 4 practical ways churches can journey with families with special needs

Leow Wen Pin



[saltandlight.sg/service/4-practical-ways-community-can-journey-with-families-with-special-needs/](https://saltandlight.sg/service/4-practical-ways-community-can-journey-with-families-with-special-needs/)



Thir.st

## Disability ministry: How is the Church enabling this part of the Body?

Dawson Ng



[thirst.sg/disability-ministry-how-is-the-church-enabling-this-part-of-the-body/](http://thirst.sg/disability-ministry-how-is-the-church-enabling-this-part-of-the-body/)



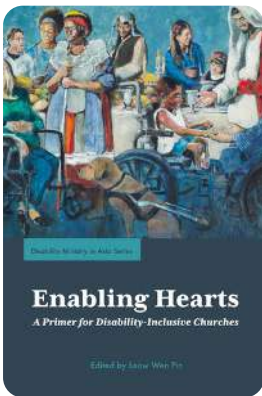
Ethos Institute

## Shame, Dementia, and the Church

Leow Wen Pin



[ethosinstitute.sg/shame-dementia-and-the-church/](http://ethosinstitute.sg/shame-dementia-and-the-church/)



Taylor & Francis Online

## Review of "Enabling Hearts: A Primer for Disability-Inclusive Churches", Journal of Disability and Religion



[tandfonline.com/doi/full/10.1080/23312521.2023.2197428](http://tandfonline.com/doi/full/10.1080/23312521.2023.2197428)



Methodist Message

## Whither the Church and disability ministries in Singapore?



[methodist.org.sg/methodist-message/whither-the-church-and-disability-ministries-in-singapore/](http://methodist.org.sg/methodist-message/whither-the-church-and-disability-ministries-in-singapore/)



# Looking Ahead





# Re:Member

A new initiative by KIN to enable the Church to walk lovingly with our brothers and sisters with dementia



KIN will be embarking on an initiative, *Re:Member*, to ready the Church for the rapidly increasing impact of dementia in Singapore, where currently one in ten over sixty years of age is living with dementia. This initiative aims to guide churches in exploring creative ways to actively involve and integrate persons with dementia into their communal life.

Currently, ministries for persons with dementia fall far short of the demand. There are only three such ministries known to KIN. Furthermore, as dementia progresses, being physically present in church becomes increasingly challenging for these families. There is an urgent need for more ministries and more creative ways of engaging with our brothers and sisters who have been missing from church, and who may not know how to meaningfully re-engage with their spiritual life in their new state. As Paul teaches in 1 Corinthians 12:21, a church is incomplete when it excludes members with disabilities. If the status quo excludes some members, we must proactively change the equation, ensuring that no one is forgotten.



“To remember is to ‘re-member’ them, which is to re-affirm that they are a member of us, the body of Christ.” – The Venerable Wong Tak Meng, Archdeacon for Community Services, Anglican Diocese of Singapore



MOU signing ceremony between KIN and St Luke's Eldercare



Leow Wen Pin at a Pastors' Roundtable held during St Luke's Eldercare's CommCare Symposium in 2023

The vision of *Re:Member* is to see the Church lovingly walking with their brothers and sisters with dementia, by being a spiritual family where people with and without special needs can flourish together. While *Re:Member* is partly about making adaptations for people with dementia, it is more importantly about *reaffirming* their *membership* in God's family through creative ministry approaches.

For this reason, KIN has signed a Memorandum of Understanding (MOU) with St Luke's Eldercare to develop the capacity in this crucial area. Jesselyn, KIN's Executive Director comments, "KIN's partnership with St. Luke's Eldercare to develop resources and training on dementia and spirituality not only enhances the capacity of churches in Singapore to effectively minister to the growing number of people with dementia but also improves the quality of this ministry. This collaboration will strengthen the church's ability to nurture the spiritual flourishing of individuals with dementia and their families."

KIN aims to empower churches through workshops and sermons, increasing their readiness to minister to individuals with dementia and their families effectively. Through this initiative, we hope to see a significant increase in the number of churches that are not only dementia-friendly but are also proactive in their ministry to people with dementia and their families.

## Give a gift to KIN

Help us nurture dementia-friendly churches, inclusive Sunday Schools and more. Your gift, big or small, will open the doors to the Church and the hearts of those in it.

PayNow UEN: T19SS0269K  
Bank Transfer: DBS 017-906218-7



## Volunteer with KIN!

Join our family and mission as a:

- Workshop trainer (special needs professional)
- Event assistant
- Event photographer

Foster an appreciation for biblical inclusion, witness the impact of your help, and meet like-minded individuals! Contact us at [team@kin.org.sg](mailto:team@kin.org.sg) to find out more.

## Partner us as a Church

If your church would like to explore and support biblical inclusion with KIN, do reach out to us at [team@kin.org.sg](mailto:team@kin.org.sg)

## Prayer

Please pray alongside us for the following:

- Pray with us for a movement among the churches in Singapore, where all special families and individuals are warmly welcomed and disciplined in every church they enter.
- Pray for an increase in leaders with special needs within the church. We need each other in every sphere of life, not just to be present in churches, but to be actively participating, being disciplined, and discipling others.
- Pray for the sustenance of KIN. As a young organization, we need the right people and resources to go the distance and steward our mission well.

# Governance



# Role of Board

The Board's role is to provide strategic direction and oversight of KIN's programmes and objectives to steer KIN towards fulfilling its vision through excellent governance and stewardship. The Board is supported in its work by its Board Committees. Together, they oversee the following matters:



- Yearly budget (before approval by General Meeting);
- Organisational strategy, reviewed on a yearly basis;
- Finance policies and controls, including reviewing and approving quarterly financial statements;
- Risk management;
- Human resources, including hiring and dismissal of staff members;
- New programmes/services, and monitor existing programmes/services;
- Fund raising initiatives;
- Whistle-blowing and conflict of interest matters.
- The Board undertakes a yearly review of its effectiveness through a year-end Board retreat.

## Term Limit of Board

The term of office of the Board is two years. All office-bearers may be re-elected to the same or related post for consecutive terms of office except for the Honorary Treasurer.

The Honorary Treasurer may only be re-elected to the post for a maximum of one consecutive term of office (resulting in a total of four consecutive years). Re-appointment of the outgoing Honorary Treasurer may be considered after a lapse of at least two years.

To enable succession planning and steady renewal, the Board has a term limit of ten years. Presently, no Board member has served for more than ten years.



# Board Meetings and Attendance

During FY2024 (1 Apr 2023 – 31 Mar 2024), a total of (a) six Board Meetings, (b) one Extraordinary General Meeting, and (c) one Annual General Meeting was held.

The following table sets out each Board member's attendance at the meetings:

Name	Meeting Attendance	Notes
<b>Current Members</b>		
Ps Leow Wen Pin	8/8	Appointed on 29 Dec 2019
Mr Alister Ong	8/8	Appointed on 26 Jun 2021
Ms Michelle Wong	7/8	Appointed on 17 Dec 2022
Ms Jasmine Teo	7/8	Appointed on 25 Jun 2022
Ms Carina Sim	6/8	Appointed on 26 Jun 2021
Ms Giang Thuy Anh	6/8	Appointed on 26 Jun 2022
Mr Michael Cheah	6/8	Appointed on 17 Dec 2022
Mr Allen Chng	6/8	Appointed on 17 Dec 2022

## **Disclosure of Remuneration and Benefits received by Board Members**

No Board members were remunerated for their Board services in the financial year.

### **Disclosure of Remuneration**

KIN staff members are not involved in setting their own remuneration. KIN draws reference from the National Council of Social Service's "Social Service Salary Guidelines" in designing its staff remuneration policy.

None of KIN's staff members received more than \$100,000 annual remuneration.

KIN has no paid staff who are close members of Board members, who receive total remuneration of more than \$50,000 during the year.

### **Conflict of Interest Policy**

All Board members and staff are required to comply with the KIN's conflict of interest policy. The Board has put in place documented procedures for Board members and staff to declare actual or potential conflicts of interests on a regular and need-to basis. Board members also abstain and do not participate in decision-making on matters where they have a conflict of interest.

### **Whistle Blowing Policy**

KIN has a whistle blowing policy in place to address concerns about possible wrongdoing or improprieties in financial or other matters in KIN.

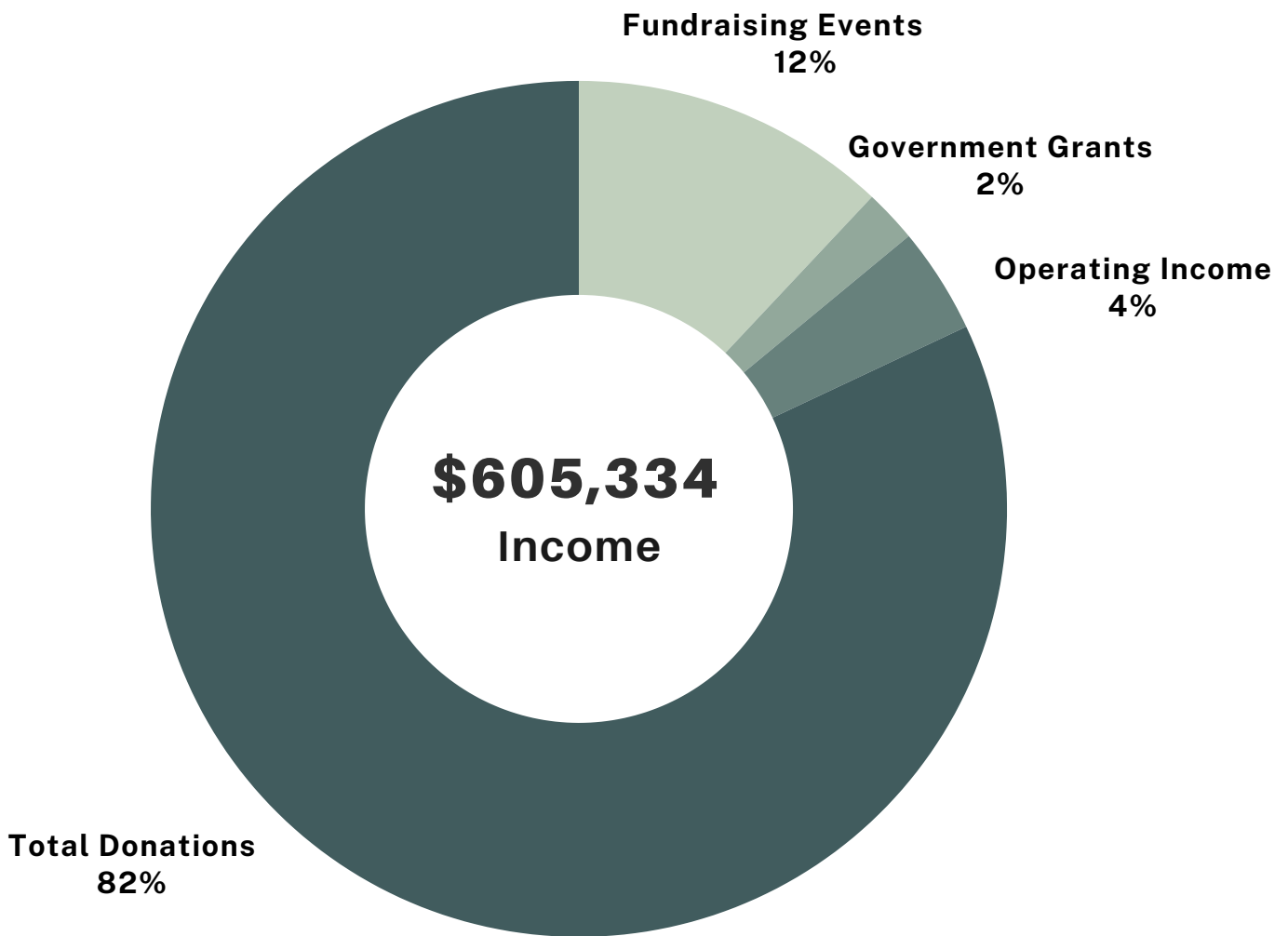
# Financial Overview

FY2023-2024



# Income

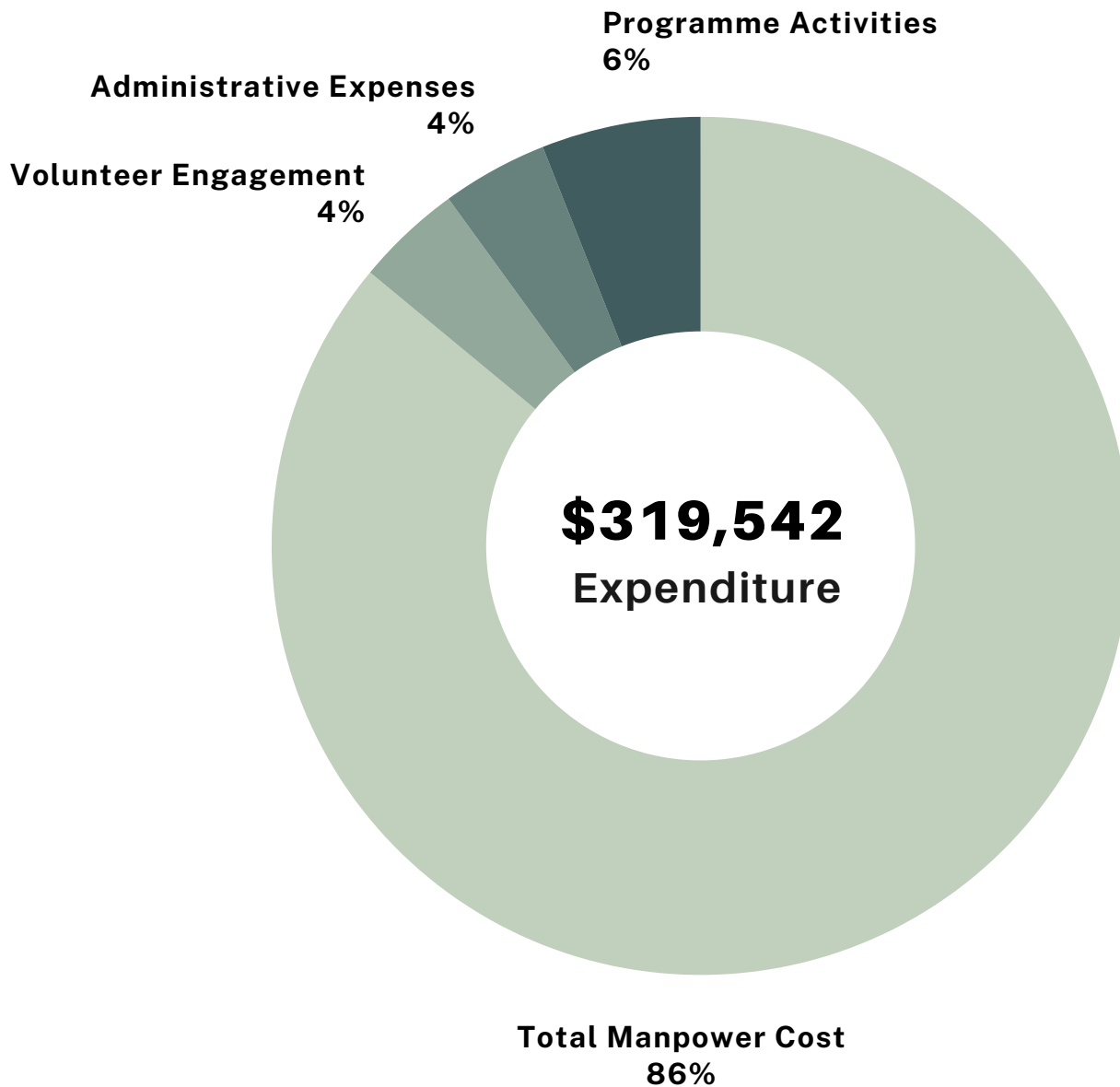
Financial Overview FY2023-2024



Total income increased by \$481,105 from the last financial year (FY) mainly due to a large donation meant to cover operating expenses. In addition, KIN raised \$73,401 through fundraising events and \$50,000 through a newly launched Donation Matching Scheme.

# Expenditure

Financial Overview FY2023-2024



Total expenditure increased by \$66,989 from the last financial year (FY) mainly due to higher manpower costs (\$47,837) as KIN expanded its staff team to meet growing church inclusion goals and demands.

# Reserves Policy

The primary objective of the Charity's fund management is to safeguard its assets; to effectively and efficiently manage the usage of available working capital toward supporting the Charity's principal and related activities, and ensuring long term financial sustainability. The reserves that KIN has set aside provide financial stability and the means for the development of KIN's work.

## KIN's Reserves Position

	FY2024	FY2023
<b>General Funds (Reserves)</b>	\$521,432	\$235,640
<b>Restricted Funds</b>	\$20,000	\$20,000
<b>Annual Operating Expenditure</b>	\$319,542	\$248,553
<b>Ratio of Reserves</b>	1.6:1	0.9:1

# Subscribe

Scan to subscribe to KIN's Newsletter!



## Contact Us

 [team@kin.org.sg](mailto:team@kin.org.sg)

 [kin.org.sg](http://kin.org.sg)

 [instagram.com/kin\\_enabled](https://www.instagram.com/kin_enabled)

 [facebook.com/koinoniainclusionnetwork](https://www.facebook.com/koinoniainclusionnetwork)

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