



# SIDE *by* SIDE

**2024-2025  
ANNUAL REPORT**



**SIDE** *by*  
**SIDE**



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# Overview



is a disability mission organisation  
that enables the Church  
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)*

## VISION

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



# KIN's Core Values



## 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

Registered Address  
133 Fidelio Street, Opera Estate, Singapore 458518

Date of Registration as a Society  
29 December 2019

Auditors  
Ken Tan & Co PAC

Date of Registration as a Charity  
7 July 2021

Banker  
DBS Bank



# Chairman's Welcome



Dear Friends of KIN,

When KIN was birthed in 2019, we began our journey alongside a small number of churches in Singapore who were just beginning to grapple with the idea of disability inclusion. At that time, many churches were hesitant, unsure, or simply unaware of the barriers that kept persons with special needs on the margins of Church life. But we knew this was a call worth pursuing—not because it was easy or popular, but because it was faithful to God's heart.

We persevered, drawing faith not from visible outcomes, but from the character of God our Father—faithful, patient, and compassionate. And now, just a few years later, we are seeing the fruit. Churches are beginning to bloom in

disability ministry. New expressions of worship, service, and belonging are emerging. The boundaries of what ministry looks like are being stretched and redefined as we learn what it means to walk **side by side** with every member of the Body of Christ.

Inclusion is not merely about training or programs. It is not a checklist to complete. It is a culture—one that is cultivated intentionally, prayerfully, and relationally. It is about who we are, not just what we do. And that culture is formed when we choose to stay in community, even when it is inconvenient. When we see others not as projects, but as fellow image-bearers and co-laborers in Christ.



The need for this work is immense. The Lausanne Movement has observed that people with special needs are the largest minority group in the world. According to the World Health Organisation, one-sixth of the world's population has a significant disability. This is almost equivalent to the entire population of China! Disability inclusion continues to be a missional imperative for the global Church, including Singapore.

Still, we press on. Because we believe that the Church is called to be a signpost of the Kingdom—a community where no one walks alone, where no part of the Body is dispensable, and where every gift is welcomed and celebrated. At KIN, we remain committed to walking this road side by side with churches and communities across Singapore and beyond. To God be the glory!



**Rev. Leow Wen Pin**  
Chairman





# Executive Director's Message



When we first began this journey in 2019, the idea of disability inclusion in the Church felt distant to many. Few churches had dedicated ministries, and fewer still had a theological framework for why inclusion matters. But year after year, step by step, God has been faithful.

This past year, we saw the fruit of that faithfulness. Nine new disability ministries were established. Over 2,600 people encountered God's heart for inclusion through sermons. Hundreds were equipped through training, and nearly 250 inclusion champions connected across 70 churches through our Community of Practice. These are not just numbers—they are signs of a Church beginning to grow together as one Body.

Our theme this year, “Side by Side,” reflects what we have always believed: disability ministry is not something we do for others, but with them. It's about slowing down, listening, bearing burdens, and being shaped by each other. That's what we've seen in churches like Bethany Evangelical Free Church and Paya Lebar Methodist Church, who are building whole-of-church cultures of inclusion. That's what we experienced overseas too—in Mongolia, where churches with little access to professional support are leading with love, and at the Lausanne 4 Congress, where the need for theologically rooted disability missions was recognised on the global stage.



As we look toward KIN2030, our vision remains clear: for Singapore to become a movement-leading city for disability ministry and missions in Asia. And we know this vision cannot be achieved alone. It will take local churches, national networks, and global partnerships—walking together, side by side.

Thank you for standing with us in this journey. Every prayer, gift, and step of faith matters. And by God's grace, we will continue building a Church where everyone belongs, and every gift is made visible for the glory of Christ.

With gratitude,

**Ms Jesselyn Ng**

Executive Director, KIN



# ADVANCING THE MISSION



**SIDE** *by*  
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# Impact to Singapore

WE PROVIDE AFFORDABLE TRAINING,  
CONSULTATIONS AND SERMONS,  
SO EVERY CHURCH IS EMPOWERED ON  
THEIR INCLUSION JOURNEYS.



The local church plays a vital role in making Singapore a place where persons with disabilities are known, loved, and discipled. In response to KIN's 2023 Singapore Disability Ministry Survey, KIN focused this year on strengthening churches' capacity to grow in inclusion. Our quarterly COP sessions remain a key platform for shared learning and support, covering real needs like autism inclusion and spotlighting ministry stories across churches.



In FY 2024/2025, we saw encouraging growth:

9

new disability  
ministries established

2,650

people encountered  
God's heart through  
our sermons

375

were trained to welcome  
and disciple persons  
with special needs

249

champions connected  
across **70** churches  
through our  
Community of Practice

The impact is clear: when churches journey together, the work multiplies.  
KIN continues to fuel a collaborative, Spirit-led movement to see every church  
equipped to welcome and disciple all.

# CONNECTING SINGAPORE CHURCHES THROUGH KIN COP

KIN Community of Practice (COP) is a quarterly event where inclusion-minded believers and disability ministry practitioners across Singapore gather to learn new topics and support one another.



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*



AUGUST 2024

# SPOTLIGHT ON DISABILITY MINISTRIES: CHURCH OF OUR SAVIOUR AND HOPE CHURCH

In August, **56** inclusion-minded leaders and volunteers across **26** churches came together to learn from the work of COOS' Sunshine Ministry and Hope Church's Shine Ministry. This COP session was highly requested by members of other churches with newly launched or no disability ministries.

The spirit of unity was deeply felt as participants shared openly and prayed with one another, drawing strength from stories of faithful service and creative approaches to disability ministry. It was a meaningful reminder that we are one body, called to one hope, and a living example of Ephesians 4 in action.

We are thankful to COOS for lending us their venue, and our speakers for generously sharing their experience for mutual encouragement.

*Thank you for putting this together, where we can learn from each other and grow our ministries further. I loved the group discussion!*

*Linette Chen, St Andrew's Cathedral*



*I have learnt from the two guest churches about their journey in disability ministry and it really encourages me that we have the same concerns for our precious friends, and they have done it! So it is possible!*

*Isabella Lim, Queenstown Baptist Church*

NOVEMBER 2024

# DISABILITY MINISTRY LEADERS' GATHERING

In November, we hosted a gathering for disability ministry leaders from 18 churches across Singapore. It was a meaningful time of reflection, sharing, and mutual encouragement. The group brought a wide range of experience—from those just starting out to others who've been serving for over 20 years. Together, they identified key needs in disability ministry and began imagining what faithful, inclusive ministry could look like in the years to come.

What emerged was a sense of deep mutual respect and shared calling. As Ecclesiastes 4:9–10 reminds us, “Two are better than one... if either of them falls down, one can help the other up.” We see this truth lived out in the relationships and collaborations formed through our COP.

Please continue to pray for these leaders—for wisdom, resilience, and the raising up of future generations to carry this work forward.



*Thank you to KIN for organising this very meaningful session. Really grateful for the opportunity to meet up with many brothers and sisters with a passion for ministering to persons with special needs and their families.*

*Bernard Chew,  
Covenant EFC*

*This discussion was very fruitful and we could identify areas that need our focus and prayers.*

*Low Jarn May,  
Bartley Christian Church*

*When churches come together and work as one, we can be stronger together and collectively, can go farther than when each individual church tries to do on our own.*

*Yewlin,  
Faith Community Baptist Church*

FEBRUARY 2025

# AUTISM, BELONGING & THE CHURCH



In February, the COP drew nearly **90** participants from **44** churches to reflect on how faith communities can better include individuals with mild autism. Hosted at St. Andrew's Autism Centre, the evening featured a moving panel discussion moderated by a young adult on the autism spectrum, with panelists offering deeply personal insights from both caregiver and lived-experience perspectives.

A standout message was the idea of ***inclusion as a missional imperative***—not just a pastoral one. Through small group conversations and Q&A, participants grappled with practical steps toward honouring each person's dignity and God-given worth.

We are grateful to our panelists for their vulnerability and clarity, and to all who attended with a posture of listening and learning.

This session was incredibly useful in helping me better understand individuals with autism. It has taught me to be more mindful of my words and to seek understanding rather than unintentionally causing harm. Thank you for this valuable learning experience.

Cheryl Chew,  
Sengkang Methodist Church

My wife and I felt that the panelists delivered such an impactful sharing that's so precious as we explore God's direction for us as parents and cell group leaders.

Lu Jianhao,  
Faith Community Baptist Church



# Impact to Churches

WE PROVIDE AFFORDABLE TRAINING,  
CONSULTATIONS AND SERMONS, SO  
EVERY CHURCH IS EMPOWERED ON  
THEIR INCLUSION JOURNEYS.



At KIN, we believe every church has a part to play in creating communities where everyone belongs. That's why we provide accessible, biblically grounded training and support for churches at any stage of their inclusion journey.

In FY2024/2025, we partnered with 19 churches and Christian groups—  
9 returning, and 10 partnering with us for the first time.  
These partnerships reflect a growing movement from awareness to action.

From leadership formation to classroom training, the stories that follow—such as those of Bethany Evangelical Free Church and Paya Lebar Methodist Church—  
show how churches are taking intentional steps to become more inclusive,  
one act of faith at a time.

# CHURCHES IMPACTED IN FY24/25

19

Churches engaged

10

Churches & Christian groups  
partnered KIN for the first time

9

Churches & Christian groups  
chose to continue partnering KIN



Barker Road Methodist Church  
Bethany Evangelical Free Church  
Bethesda (Katong) Church  
Bukit Panjang Methodist Church  
Changi Methodist Church  
Chapel of Christ the Redeemer  
Charis Methodist Church  
Chinese Annual Conference  
Christ Gospel Fellowship  
Church of South India  
Discipleship Training Centre  
East Asia School of Theology  
Hakka Methodist Church  
Jurong Anglican Church Mandarin  
Kum Yan Methodist Church  
Leng Kwang Baptist Church  
Living Hope Methodist Church  
Logos Christian Church  
Paya Lebar Chinese Methodist Church  
Paya Lebar Methodist Church  
Prinsep Street Presbyterian Church  
Queenstown Baptist Church  
Redemption Hill Church  
River Community Church  
RiverLife Church  
Sengkang Methodist Church  
St. James' Church  
Toa Payoh Methodist Church  
True Way Presbyterian Church  
Westside Anglican Church  
Yishun Methodist Mission  
Zion Serangoon Bible-Presbyterian Church



# BETHANY EVANGELICAL FREE CHURCH (BEFC)

At BEFC, inclusion was not just a response to an immediate need- it was a step of faith and preparation. Even though they did not yet have children with disabilities in their Sunday School, BEFC's leaders recognised the importance of creating a welcoming and prepared environment for all families. This proactive mindset set the tone for a meaningful partnership between BEFC and KIN, one built on shared learning, strategic planning, and a whole-church commitment to inclusion.

## 2023: Laying the Foundations

### July

The journey began with a leader's initiative. Lee Lihui, BEFC's Children's Ministry leader, attended KIN's *Certificate of Christian Disability Ministry (CCDM) module on Inclusive Christian Communities*, equipping herself with a theological and practical foundation for disability inclusion. This learning soon led to deeper conversations.

### September

BEFC and KIN began discussing what an Inclusive Sunday School could look like. During these conversations, BEFC shared their heart for families with disabilities- that they wanted to position themselves and be ready for any families with disabilities that stepped into the church. KIN worked with BEFC to assess their context and explore how best to take meaningful steps toward inclusion.

### October

The church invited KIN to return for another Sunday Service sharing. For Children's Day, KIN's resident artist, Mr Aaron Yap - who has autism and a gift for imaginative painting - conducted a special cup stacking class. The BEFC kids were captivated by his energy, creativity, and skill.

## 2024: From Vision to Action – Transitioning towards an Inclusive Church Together

With a strong foundation in place, BEFC took intentional steps to engage the broader church.

- February-March** A 3-part Bethany Discipleship Class series equipped members with a biblical and practical understanding of whole-of-church disability inclusion.
- May** BEFC embarked on the Inclusive Sunday School Programme, starting with an observation session by KIN's consultant. This session helped assess the current classroom culture and environment, providing insights into strengths and growth areas.
- July** Following the observation, BEFC and KIN held a consultation session to review the findings, prioritise short-term goals, and plan next steps. Lihui also continued her own learning by attending KIN's CCDM: *Inclusive Christian Education* module, reinforcing her knowledge with deeper pedagogical insights.
- August** BEFC's Sunday School teachers gathered for the *Transitioning to an Inclusive Sunday School Training*, where they aligned on the vision for inclusion and were equipped with foundational skills to support children of different abilities.
- October** KIN was invited back to speak and set up a booth at BEFC's Sunday Service, reinforcing the church's heart for disability inclusion.
- December** As the year came to a close, BEFC and KIN met to review the year's progress, discuss how training materials were being implemented, and strategise next steps. Together, they mapped out an action plan for the coming year, ensuring that inclusion remained a sustained effort, not just a one-time initiative.



## 2025: Deepening the Commitment- Growth Through Reflection and Action

Entering a new year, BEFC was ready to build on its momentum and deepen its commitment to inclusion.

### February

KIN and BEFC reconnected to check in on progress and discuss how the plans were unfolding.

### March

KIN conducted a second round of observations, this time including both Sunday School and the Bethany Discipleship Class (Kids), to assess how the church's inclusion efforts were taking root in practice.





## The Steps Ahead: A Roadmap

### June

There will be a survey conducted for BEFC's Children's Ministry teachers, gathering insights into their serving experiences and identifying areas for further support.

### July

Another consultation session is scheduled to analyse the survey findings, discuss observation insights, and prioritise goals for the next phase of training.

### August

The *Building an Inclusive Sunday School Workshop* will take the teachers' learning to the next level, focusing on applying inclusive discipleship principles to lesson design and classroom engagement.

### October

KIN will be participating in BEFC's Missions Weekend, where the impact of disability inclusion would be showcased alongside other church ministries.

### November

BEFC and KIN planned to close the year with a final consult session, reviewing training outcomes and refining strategies for continued growth.



# PAYA LEBAR METHODIST CHURCH (PLMC)

PLMC has long had a vision to be a safe place for the various communities within the church family. Among these, the disability community became an area of focused action in recent years.

## 2021: Leadership Takes the First Step

Change begins with leaders who are willing to take initiative. Recognising the need for deeper understanding, Low Kwang Meng, who oversees both Disability Inclusion and Christian Education under PLMC's Discipleship and Nurture Ministry, proactively pursued training by completing the *Certificate of Christian Disability Ministry (CCDM)*, a foundational course by KIN that equips church leaders for inclusive ministry.

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## 2023: Laying the Groundwork- A Collaborative Strategy

With a growing conviction for inclusion, PLMC reached out to KIN to explore the next steps. Through conversations, we worked together to understand the church's vision, discuss strengths and challenges, and co-develop a strategy that made sense for PLMC's unique context. From these discussions, two key initiatives emerged:

- PLMC would form a disability inclusion task force to spearhead efforts within the church.
- KIN would support by providing congregation-wide training, equipping interested members to take part in the journey.

This phase underscored the value of partnership—PLMC proactively took ownership of its vision and initiatives, and KIN came alongside to help strategise, provide guidance on practical steps forward, and share ministry insights.

## 2024: Turning Vision into Action

The year saw exciting progress as both partners played active roles:

- Bible Study Resource – PLMC took initiative by purchasing Enabling Communities, KIN's Bible Study resource, empowering cell groups to explore disability inclusion at their own pace.
  - May: Congregation Training – KIN conducted a training workshop for the adult congregation, deepening members' understanding of disability and reinforcing learnings from the Bible Study
  - June: Koinonia Groups Resource – Following the book launch of *Koinonia Groups*, a practical guide for cell groups, PLMC recognised the need to deepen equipping of the church. They purchased the resource and made it widely available to its cluster/cell leaders and ministry leaders.
  - August: Strategy Review & Next Steps – PLMC and KIN reconnected to evaluate progress and identify the steps forward. In the following months, the church's task force was formed, and a survey was rolled out to gather insights from the congregation. A paper, titled *Embracing Inclusivity*, was produced and shared with church leaders so that they too would commit to the vision to shape an inclusive community at PLMC. The paper was also circulated to the entire congregation on PLMC's Vision Sunday, on 5 January 2025.
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## 2025: Expanding Inclusion in Children's Ministry

As PLMC deepened its commitment to inclusion, they engaged a trainer connected through KIN's Community of Practice to equip their Children's Ministry team. This ensured that the team received targeted training aligned with their specific ministry needs.

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## Looking Ahead: A Shared Commitment

PLMC is now building upon this momentum with a long-term plan to integrate inclusion into the different aspects in the life of the church, with a training session by KIN slated for early 2026 on an inclusive Sunday School. As this journey unfolds, one thing remains clear: Disability inclusion is not a one-time initiative, but an ongoing commitment that grows through partnership.

Together, PLMC and KIN continue to learn, lead, and take action, with each bringing unique strengths but moving forward with a shared heart for disability inclusion.



# Impact to Individuals

WE PROVIDE COMPREHENSIVE  
RESOURCES AND FREE EVENTS FOR  
LAY INDIVIDUALS SEEKING TO DEEPEN  
THEIR UNDERSTANDING OF DISABILITY  
MINISTRY AND THEOLOGY.





# INCLUSIVE CHRISTIAN EDUCATION (ICE) MODULE FOR INDIVIDUAL CHAMPIONS OF INCLUSION



In July 2024, KIN conducted the ICE module as part of our flagship Certificate of Christian Disability Ministry (CCDM) programme. This two-day training, held on 13 and 20 July, brought together **24** participants from **19** churches across denominations, all committed to deepening their understanding of disability inclusion in the Christian classroom.

The sessions explored what inclusive discipleship can look like for children and adults of all abilities, equipping participants with the theology and practical skills for fostering belonging in Sunday Schools and other discipleship spaces. Participants were also introduced to frameworks for recognising and supporting individuals with disabilities, and how to redesign classroom culture with Christ-centred inclusion at its heart.

In 2026, the content of both CCDM modules—*Inclusive Christian Communities* and *Inclusive Christian Education*—will be made available as part of KIN's upcoming suite of online courses, extending the reach of this training to even more individual champions of disability inclusion across Christian communities.

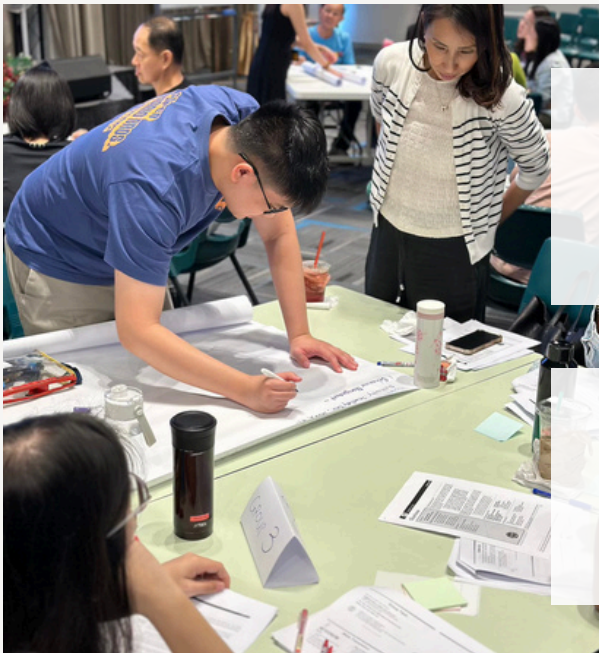
## What participants said:

**I wish my whole church could listen to you guys. I will be on my knees for this.**

**Mahima Philip, Church of South India**  
(Mahima went on to deliver her own eye-opening sermon on disability inclusion at Church of South India.)



**Wish I could bring my whole Sunday school team, as the message and practical tools are so important.** **Hannah Jeanes, The City**



**Very well taught, holistic training for inclusive discipleship!**  
**Ps Koh Hui Chin, Children's Pastor, Renewal Christian Church**

**Theology of Inclusion has challenged my view towards children with disabilities coming to Sunday School, to view them as opportunities for the Body of Christ to care together.**

**Sammi Si-Hoe, Children's Ministry Head, Grace Assembly of God**





# MITCHELL

Mitchell's story is a shining example of what happens when we look out for each other's unique giftings for the glory of God. For over 20 years, Mitchell attended church without forming friendships as his fellow members were unsure of how to engage with him. When St. James' Church engaged KIN to preach and catalyse the establishment of their enABLE ministry, things took a blessed turn - surrounded by wonderful new friends, he now joyfully serves to include more people with disabilities in their community!

Watch his video testimony now.



# **ADVANCING THE MISSION**

## **Missional Partnerships**

SIDE BY SIDE, WE'VE WALKED WITH MANY  
CHURCHES AND INDIVIDUALS ACROSS SINGAPORE,  
TRANSFORMING HEARTS AND RENEWING HOPE IN  
GOD'S WORK OF WELCOMING EVERY UNIQUE LIFE.





As KIN journeys toward KIN2030—our vision for Singapore to become a movement-leading city for disability ministry and missions in Asia—partnerships have been key to advancing our calling. The work of inclusion was never meant to be done alone. It is a shared mission that reflects the very heart of the gospel: to walk *side by side* with one another, and to ensure that every member of the Body of Christ is seen, known, and disciplined.

This past year, God has opened doors for KIN to come alongside churches locally and globally. Whether in Singapore's largest pastoral summit, at a global missions congress, or among newly emerging disability ministries in Mongolia, we've seen again and again how inclusion is not just about programs—it is a powerful missional strategy. It opens hearts, transforms communities, and strengthens the witness of the Church.

In the pages that follow, we share three key moments from the past year that reflect how missional partnerships are shaping our work. Each of these moments reminds us that inclusion is not peripheral to the Church's mission—it is central. And as we continue to respond in faith, we trust that God will keep paving the way.

# LOVE SINGAPORE SUMMIT



KIN was invited to booth at the 2025 Love Singapore Summit to equip more than 1000 church leaders and staff with powerful inclusion resources. We truly share Love Singapore's heart for loving all people of Christ in honour of Him, even when it seems impossible. We have consistently seen that God paves the way when we attempt what is asked of us.

Here is how special needs inclusion will help church leaders achieve unity and their top three shared aspirations this year:

## Turning Singapore Godward

In Singapore, 1 in 11 older adults has dementia, and 1 in 14 people has special needs—yet 90% of believers with special needs remain unchurched. As churches seek to grow, let us not overlook special families already longing for a place to belong and serve. KIN is here to help churches become that blessed place.

## Winning the Next Generation

Our most in-demand service has always been Inclusive Sunday School consultancy. More and more churches are realising that welcoming every child strengthens the next generation of faith. What better way to teach the love of Christ than through a readily inclusive classroom? Rooted in theology and practice, we are delighted to be moving our Inclusive Sunday School modules online, so more churches are prepared to disciple children with increasingly diverse needs.

## Blessing the Nations

Special needs inclusion is missional. Many have witnessed the gospel's power through outreach to people with special needs, both locally and globally. We have also seen entire congregations transformed in love and compassion towards one another, joys and difficulties shared. What a wonderful design for the body of Christ!

KIN hopes more local church leaders will be encouraged to take their first steps in special needs inclusion. With faith, we have moved mountains and seen that Christ's love surely overcomes all.



# THE 4TH LAUSANNE CONGRESS



In September 2024, KIN had the privilege of participating in the Lausanne 4 Congress on World Evangelization held in Incheon, South Korea. With the theme “Let the Church Declare and Display Christ Together,” the congress brought together over 5,000 delegates from more than 200 nations, uniting to seek God’s direction for the future of global missions.

KIN was represented by a diverse team committed to advancing biblical inclusion in Singapore: Leow Wen Pin (Chairman), Jesselyn Ng (Executive Director), and local ministry partners Gwee Ting Ai, Bernard Chew, Amy Ji, and Dominique Phang. These leaders—spanning roles from church staff to caregivers to ministry professionals—attended in their shared capacity as practitioners and advocates in disability ministry.

The experience was both inspiring and sobering. While it was deeply moving to worship one God in many languages and cultures, it also laid bare the urgent need for the global Church to address a major gap in mission: the lack of access to discipleship and inclusion for persons with disabilities, particularly in the developing world.





Throughout the congress, our team heard powerful testimonies from different countries and met with others laboring in the same field. Yet what stood out most was the theological and missional void that still exists around disability. In many parts of the world, persons with disabilities remain some of the least reached and most excluded—often not because of ill intent, but due to the Church’s limited theological framework and imagination for inclusion.

This realization has deepened KIN’s conviction that our work must be both biblically rooted and missionally urgent. Moving toward KIN2030, our vision for Singapore to become a movement-leading city for disability ministry and missions in Asia, we recognize the need to help churches—not only in Singapore but across the region—develop a theological foundation that shapes practice, sustains culture change, and empowers the whole Body of Christ to grow.

The congress also fostered a renewed sense of unity among local leaders. Sharing the experience together catalyzed conversations, relationships, and a collective missional imagination for what disability ministry could look like when done in step with Christ and with one another. Inclusion is not a peripheral effort—it is central to God’s redemptive mission. And Lausanne reminded us that this mission can only be fulfilled when we walk side by side with one another as one body of Christ.



# MONGOLIA CONFERENCE ON SPECIAL NEEDS



In April 2025, KIN undertook its first overseas teaching mission in partnership with U.S.-based Joni & Friends. Executive Director Jesselyn Ng and Dr Dominique Phang—a caregiver and disability ministry leader from Sengkang Methodist Church—travelled to Darkhan, Mongolia, to co-lead a two-day conference equipping churches in biblical disability inclusion.

Though the event began with only 16 sign-ups a week prior, it ultimately drew 86 participants, including pastors, caregivers, medical professionals, people with disabilities, and even pre-believers. The team taught on the biblical view of disability, inclusion in the Body of Christ, and practical steps for churches to begin walking with families affected by disability. For many Mongolian attendees, it was their first time encountering a theological framework for disability and connecting with others who shared a similar burden.

The Church in Mongolia showed a deep and sincere desire to love those with special needs in their midst more fully. Yet the trip also made visible the stark challenges that remain—particularly the lack of access to professional support, inclusive spaces, and discipleship opportunities for persons with disabilities. In places where diagnoses are rare and services are limited or unaffordable, the Church often becomes the only place where families can find hope, support, and belonging.





This trip affirmed KIN's long-term vision of KIN2030: to see Singapore become a movement-leading city for disability ministry and missions in Asia.

It clarified KIN's calling to bring theologically grounded training and resources to regions where accessibility is most limited—where persons with disabilities often remain unreached not only by the Church, but by basic support systems.



Moving forward, KIN is exploring the translation of our resources into the local language to support continued growth. Should the movement in Mongolia gain momentum, there are plans to hold a future conference in the capital city, where over half the country's population resides and more than 600 churches are located.

This first step in Mongolia laid a foundation—small but firm—upon which we believe God will continue to build. The Spirit is moving, and KIN remains committed to walking side by side with churches both locally and globally to see the Gospel declared and displayed among all people.



# LOOKING AHEAD



**SIDE** *by*  
**SIDE**

# INCLUSIVE SUNDAY SCHOOL: *NEW* ONLINE TRAINING



In 2024, our Inclusive Sunday School (ISS) training served as a key resource for churches seeking to reimagine how they teach, lead, and care for children with special needs in their Sunday School ministries.

This training equips Sunday School leaders and volunteers with both theological grounding and practical tools. Participants explore biblical perspectives on inclusion, gain a clearer understanding of various disabilities such as autism, ADHD, and learning difficulties, and learn strategies for creating safe, responsive environments for all children to grow in faith. We also introduce inclusive discipleship principles that help reshape classroom culture and foster a deep sense of belonging.

Looking ahead, our tried-and-tested ISS workshop will be rebranded as the *ISS: Explore & Equip Training*, and made available *digitally*, expanding its reach to even more churches across Singapore and beyond. We're excited to support and consult with more communities in creating Sunday Schools where every child is seen, known, and nurtured in the love of Christ.



## What participants of the ISS workshop said:



You shared your head knowledge, your heart, and equipped our hands.

En Li, Bukit Panjang Methodist Church

The trainers were engaging, deeply personal, and generous in sharing stories and concrete tips.

Eunice, Kum Yan Methodist Church



Now I will strive to get every kid to feel loved, connected, and belonged.

Kimy, Ang Mo Kio Presbyterian Church



# DEMENTIA INCLUSION: *NEW* PROGRAMME

As Singapore's population ages, churches are increasingly encountering members living with dementia and their caregivers. KIN is therefore launching a comprehensive Dementia Inclusion programme to help churches become places where those affected by dementia are remembered, loved, and supported in community.

In 2025 and beyond, this programme will include:



## **Dementia Awareness Sermons**

which draw from biblical principles to help congregations better understand dementia, respond with compassion, and embrace a vision of the Church as a body that cares for all its members including those whose memories may fade, but whose value in Christ remains unchanged.



## **In-Depth Workshops**

that offer both medical and theological perspectives on dementia, while equipping church leaders and members with practical frameworks to minister to persons with dementia and their caregivers. These sessions aim to nurture a Christ-centred culture of care grounded in knowledge, empathy, and action.



## **A Guidebook launching in 2026**

designed as a practical, accessible resource to support churches in welcoming and discipling individuals with dementia. Covering everything from medical basics to spiritual care, the guidebook will serve as a foundational tool for churches starting out on this journey.

We believe the Church has a powerful role to play in offering dignity, presence, and belonging to those affected by dementia. Through these efforts, we look forward to equipping churches to become not just dementia-aware but dementia-inclusive, powered by the love of Christ.

A high-angle, close-up photograph of a sandy beach. Two parallel tracks of footprints lead from the bottom left towards the top right, receding into the distance. The sand is a warm, golden-brown color, and the lighting creates soft shadows within the footprints. The overall mood is peaceful and evocative of a walk on a beach.

**WALK  
WITH US**

**SIDE** *by*  
**SIDE**



## Give a gift to KIN

KIN provides free events and affordable training so every church can begin inclusive ministry. Donors generously sustain the true cost of this work, keeping it accessible for all. Will you help us sustain and grow our mission?

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

- Pray with us for inclusive discipleship to transform more lives, both with and without special needs.
- Pray for strength and encouragement for all serving in disability ministry.
- Pray that persons with special needs will trust God's work through their gifts and embrace mutual dependence with courage and vulnerability.
- Pray for unity among KIN's growing team of staff and volunteers.



# OUR PEOPLE

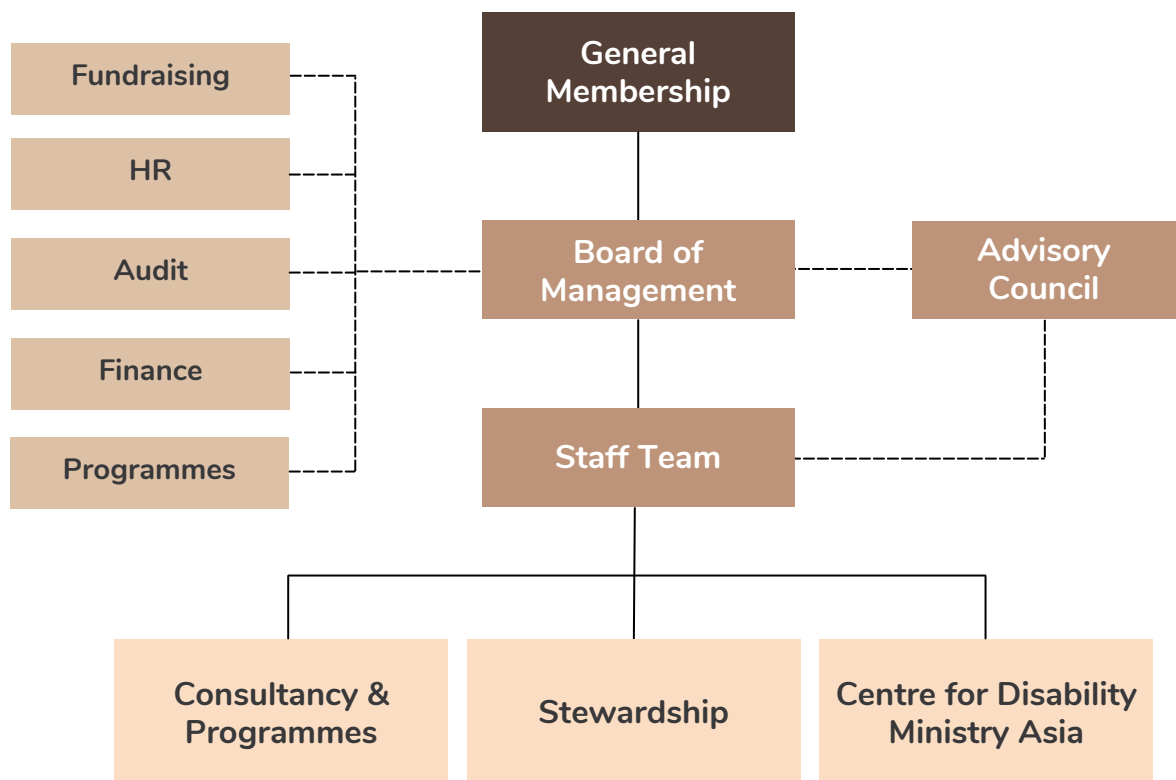
FOR LACK OF GUIDANCE A NATION FALLS,  
BUT VICTORY IS WON THROUGH MANY ADVISERS.

*PROVERBS 11:14*

A photograph of a sandy beach with numerous footprints scattered across it, suggesting a group of people walking. The footprints are of various sizes and orientations, some showing clear tread patterns. The sand is a light, warm tone.

**SIDE** *by*  
**SIDE**

# Organisational Chart



# Board Members

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. Members Serving wef 1 Apr 2025.

Name	Position	Date of Appointment	Occupation
Mr Michael Cheah	Deputy Chairperson	17 Dec 2022	Social Service Agency Leader
Mr Allen Chng	Member	17 Dec 2022	Venture Capitalist
Rev Leow Wen Pin	Chairman	29 Dec 2019	Academic/ Religious Worker
Ms Lim Shue Ling	Honorary Treasurer	3 Sep 2024	Finance Operations Executive
Mr Alister Ong	Deputy Chairperson	17 Dec 2022	Human Resources Professional
Ms Michelle Wong	Honorary Secretary	17 Dec 2022	Consultant



# Advisory Council

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
Rev. Dr Keith Lai	Former Senior Pastor, Covenant Presbyterian Church
Mr Dickson Lim	Head of Temasek Trust Foundation Advisors
A/Prof. Carol Ma	Associate Professor and Head of Gerontology Programmes, Singapore University of Social Sciences
A/Prof. Rochelle L. Scheuermann	Missiologist and Associate Professor of Evangelism and Leadership, Wheaton College
Ps. Edric Sng	Deputy Senior Pastor, Bethesda-Bedok Tampines Church Editor, Thirst Collective
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

**Name****Occupation****Professor Erik Carter**

Luther Sweet Endowed Chair in Disabilities, Baylor University  
Executive Director, Baylor Center on Developmental Disabilities

**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

## STEWARDSHIP TEAM



**Jesselyn Ng**

Executive Director

*Appointed on 1 Aug 2022*

Before stepping into this role, she spent over a decade as a psychologist, working closely with families and adults with intellectual disabilities. A founding member of KIN, she served as Vice-President from its inception in 2019 and has since been deeply committed to its mission of equipping churches for disability ministry and mission. She holds a Postgraduate Diploma in Theology and Disability from the University of Aberdeen. In her home church in Singapore, Jesselyn serves actively in both the disability and young adults ministries. She is married and has two children.



**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.

## 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.



**Carolyn Chan**

Consultant

*Appointed on 9 Sep 2024*

Carolyn supports KIN's consultancy and partnership efforts, with a focus on dementia inclusion. She brings experience in primary healthcare, having worked on the training and development of healthcare professionals, as well as public education for patients and caregivers.



**Carina Sim**

Consultant

*Appointed on 1 Apr 2025*

Trained in Applied Behavioural Analysis, Carina worked in a social service agency as a Behavioural Therapist supporting children and youth with emotional and behavioural difficulties prior to joining KIN. She was also a mainstream school teacher previously and did an internship at a SPED school, all of which experience served to formulate much of her beliefs and passion for the inclusion of people with special needs.

# 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*

**SIDE** *by*  
**SIDE**

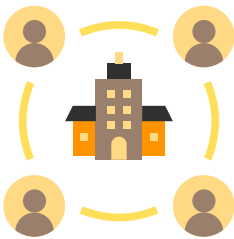


Just as it takes a whole village to raise a whole child,  
it also takes the whole Church to bring the whole gospel to the whole world.

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

## PARTNER ORGANISATIONS

The following organisations have formally partnered with KIN  
to multiple our work of ministry:



- 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 ORGANISATIONS

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



- Bethany Evangelical Free Church
- Church of Our Saviour
- Covenant Presbyterian Church
- Emmanuel Assembly of God
- Sengkang Methodist Church
- Trinity Theological College



# GOVERNANCE



**SIDE** *by* **SIDE**

# 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 FY2025 (1 Apr 2024 – 31 Mar 2025), 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:

Current Members		
Name	Meeting Attendance	Role
Mr Michael Cheah	8/8	Deputy Chairperson
Mr Allen Chng	6/8	Member
Rev Leow Wen Pin	8/8	Chairperson
Ms Lim Shue Ling	5/5*	Honorary Treasurer
Mr Alister Ong	5/8	Deputy Chairperson
Ms Michelle Wong	7/8	Honorary Secretary

\* Ms Lim joined only joined KIN's Board later in the financial year



# Charity Policy

## Disclosure of Remuneration and Benefits received by Board Members

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

## Board Governance and Effectiveness

KIN upholds high standards of governance through careful processes for Board selection, appointment, training, evaluation, and renewal. Board members are chosen based on their skills, experience, and alignment with KIN's mission and values. Candidates are typically nominated by existing Board members who are informed about their suitability and character. All nominations are reviewed at a Board meeting before being put forward for elections. New Board members receive structured induction and orientation to understand KIN's work and responsibilities. The Board's performance is assessed regularly through self-evaluation, peer feedback, and consultation with staff (especially the Executive Director). Re-nomination and re-appointment decisions consider each Director's contributions, participation, and the evolving needs of KIN.

## Remuneration of Key Staff

Key staff salaries are reviewed annually by the Board's HR Committee, benchmarked against publicly-available salary guidelines published by the National Council of Social Service. Salaries reflect each role's scope and responsibilities and are not set by the staff themselves. Salaries are approved by the HR Committee. Presently, all salaries remain below \$100,000 annually. KIN has no paid staff who are closely affiliated with Board members outside of the organisation.

## Volunteer Management Processes

KIN recruits volunteers mainly for workshop training, event photography and ad hoc assistance. They are inclusively recruited across various abilities based on their skills and interests. Volunteers undergo onboarding covering the charity's mission, vision, and values. They are briefed on their responsibilities and provided with relevant training, materials, and transport cost reimbursements where necessary. An annual orientation session and Volunteer Appreciation Day are held to recognise their contributions and gather feedback for improvement.

## 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.



# Reserves Policy

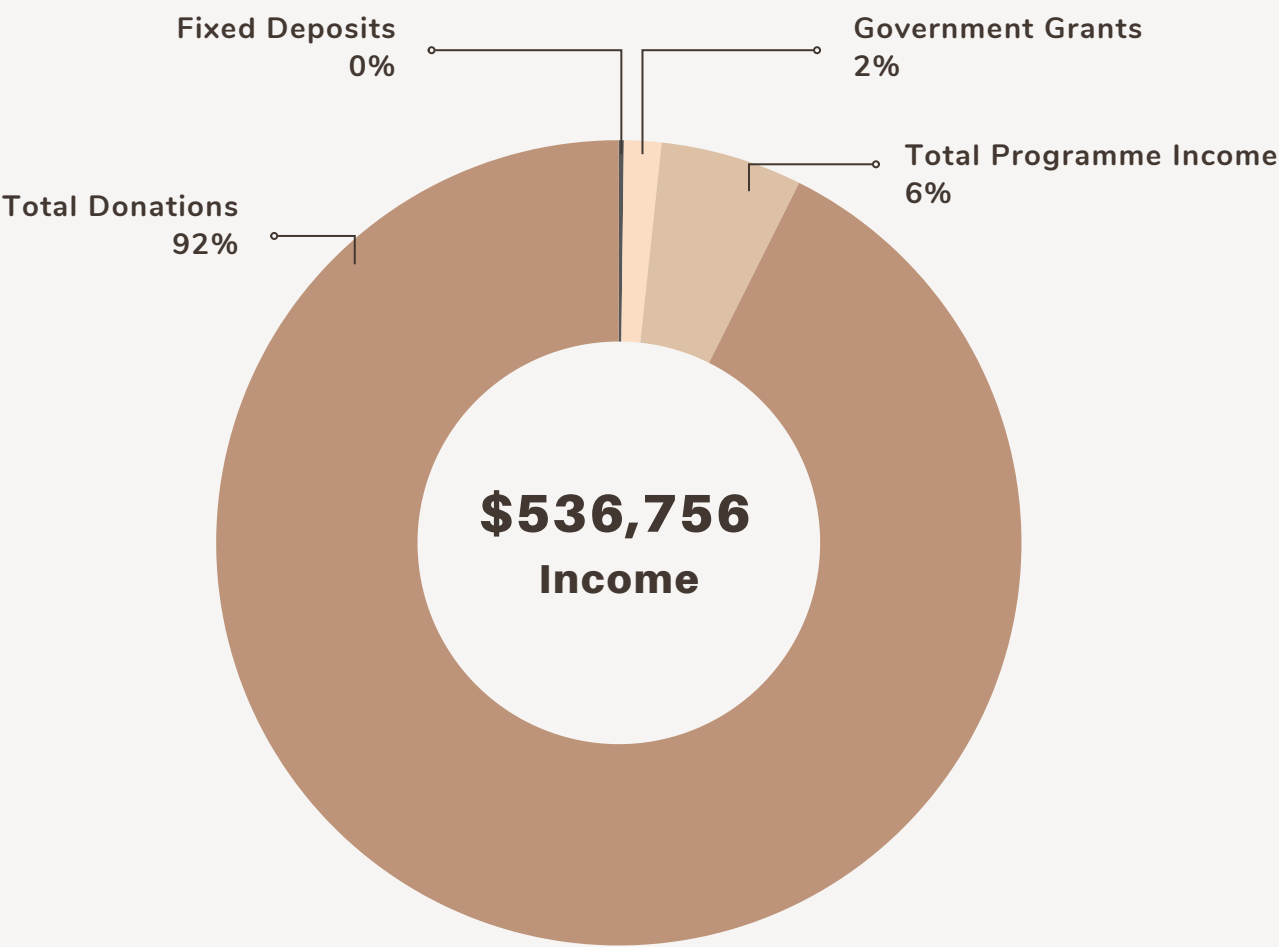
The primary objective of KIN’s reserves policy is to safeguard its assets and ensure long-term financial sustainability. Reserves are managed prudently to support KIN’s core programmes and operations while providing a financial buffer against unexpected shortfalls or disruptions. This enables KIN to maintain continuity of services and respond to future ministry needs, particularly in developing disability-inclusive church initiatives. KIN’s reserves also allow flexibility to invest in capacity building and new opportunities as they arise. In accordance with its policy, KIN maintains a reserves ratio target of at least 1.5 times its annual operating expenditure and met this target in FY2024/2025.

KIN’s Reserves Position		
	FY2025	FY2024
General Funds (Reserves)	\$657,049	\$521,432
Restricted Funds	\$24,000	\$20,000
Annual Operating Expenditure	\$401,140	\$319,542
Ratio of Reserves	1.6:1	1.6:1



# Income

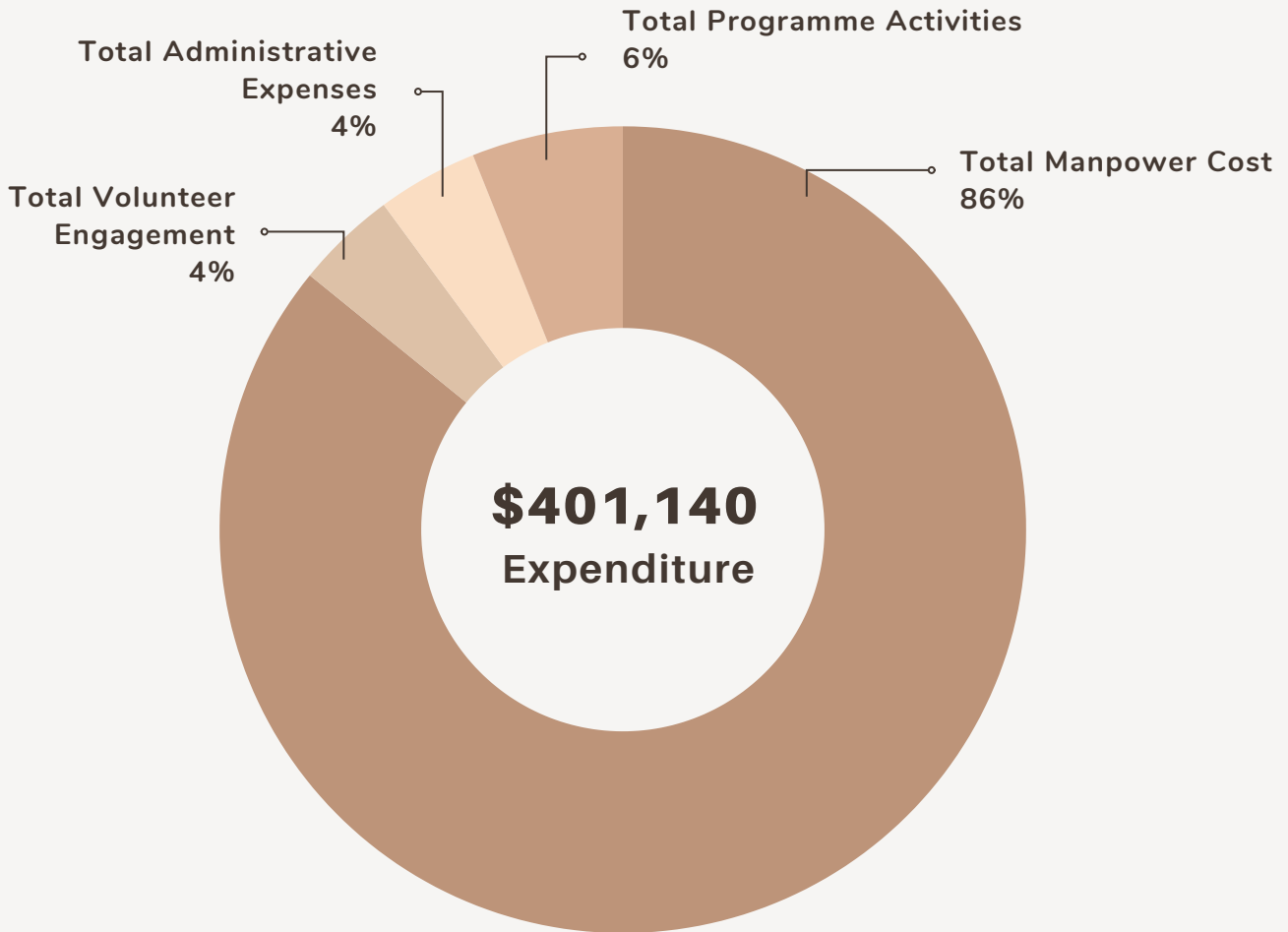
## FINANCIAL OVERVIEW FY2024-2025



Total income for FY2025/2025 decreased compared to the previous year, as KIN chose to conduct less fundraising activities to focus more on core ministry work. All donations received were in cash from solicited and unsolicited sources to support operations. No donations in kind or sponsorships were received. Government grants were obtained to partially offset increased manpower costs, reflecting KIN’s expanded capacity to serve churches and the community. Operating income, comprising programme fees and book sales, provided an additional source of revenue to support KIN’s activities.

# Expenditure

FINANCIAL OVERVIEW  
FY2024-2025



Total expenditure for FY2024/2025 increased by \$81,598 compared to the previous year, mainly due to higher manpower costs as KIN expanded its team to support church inclusion initiatives. Programme activities expenses also rose, reflecting investments in training, resources, and ministry delivery. Administrative expenses remained stable, covering essential governance, office, and operational costs. Volunteer engagement costs were maintained to support the involvement of church partners and community members. No fundraising event expenses were recorded during the year. KIN remains committed to responsible financial management while building capacity to serve churches more effectively.

# Connect with Us

Scan to stay updated!












**SIDE** *by*  
**SIDE**






## 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)
-  [linktr.ee/kin\\_enabled](https://www.linkedin.com/company/linktr-ee/kin_enabled)

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