



SINGAPORE CANOE FEDERATION

3 Stadium Drive #01-33 NSA Office Singapore 397630

+65 6344 6337 | info@scf.org.sg | www.scf.org.sg

SINGAPORE CANOE FEDERATION Annual Report for Year Ended 31 March 2023

Singapore Canoe Federation (SCF or the “Federation”) was registered as a society in 1971 with a Constitution as its governing instrument. In 2011, SCF was registered as a charity under the Charities Act (Chapter 37) and has been accorded IPC (Institution of Public Character) status from 7 March 2021 to 31 March 2024. SCF is committed to a high standard of corporate governance. The Executive Committee (EC) purports to recognise the importance of good governance in providing greater transparency to the Federation’s operations, as well as being critical to the effective performance of the Federation.

Unique Entity Number (UEN) : S71SS0035C

Institution of a Public Character (IPC) : IPC 000508

Registered Address : 3 Stadium Drive #01-33 NSA Office
Singapore 397630

The members of the Federation’s Council (“the Council”) in office at the date of this report are listed in the two tables that follow.

The office bearers in the Council, who form the Federation’s Executive Committee (“the EC”), are:

Name	Designation	Occupation / Company	Date of first Appointment to current designation	Date of latest Appointment to current designation
Mr Yip Kwan Guan	President	Education Officer Jurong West Secondary School	20 Jul 2013	25 Sep 2021
Dr Zason Chian Lit Khoon	Vice-President	Deputy Head, Senior Lecturer, Physical Education & Sports Science Academic Group	11 Jul 2009	25 Sep 2021



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		National Institute of Education, Nanyang Technological University		
Mr Sean Chan Sik Lung	Vice-President	Head of Sustainability and Quality Keppel Infrastructure Holdings Pte Ltd	08 Jul 2017	25 Sep 2021
Mr Low Sung Sheng	Vice-President	Head (PAssion WaVe), Lifeskills & Lifestyle Division PAssion WaVe	17 Aug 2019	25 Sep 2021
Mr Seetow Cheng Fave	Vice-President	Deputy Director, Student Outreach National University of Singapore	25 Sep 2021	25 Sep 2021
Mr Henry Sim	Honorary Secretary	Senior Technician Tuas Power Generation Pte Ltd (retired on 30 May 2022)	11 Jul 2015	25 Sep 2021
Mr Francis Ng Yong Kiat	Assistant Honorary Secretary	Official Assignee and Public Trustee Ministry of Law	17 Aug 2019	25 Sep 2021 Resigned on 7 Feb 2023
Mr Richard Lee Cheow Lien	Honorary Treasurer	Executive Director System Integration & Technology Pte Ltd	17 Aug 2019	25 Sep 2021
Mr Tony Tan	Assistant Honorary Treasurer	Chief Executive Officer Innotrek Pte Ltd	25 Sep 2021	25 Sep 2021



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The Elected members from the affiliates are:

Name	Designation	Affiliation	Date of First Appointment to current designation	Date of Latest Appointment to current designation
Mr Kim Yong Kang	Council Member	Outward Bound Singapore c/o National Youth Council	17 Aug 2019	25 Sep 2021
Mr Wilson Quah	Council Member	Sea Hawk Sports Club	17 Aug 2019	25 Sep 2021
Mr Ng Dao Jia	Council Member	Singapore Paddle Club	25 Sep 2021	25 Sep 2021
Ms Chen Jie Mei Sarah	Council Member	NUS Alumni Canoeing Club	25 Sep 2021	25 Sep 2021

Length of Service of Board Members

The Federation hereby declares that the following Board members have served more than eight consecutive years on the Board:

1. Mr Yip Kwan Guan was first appointed to the Board in 2001 (22 years) by virtue of his vast experience in organisational leadership for canoeing. With more than three decades of canoeing involvement, he is also competent in various types of water sports. Appointed as the President in 2013, he has been instrumental in setting new historical milestones for SCF such as the achievement of 7 Gold Medals in the 2015 SEA Games. Moreover, he has been at the forefront in advising and leading the Annual Workplan for the Federation. Mr Yip's contributions, with deep foresight and mastery expertise in canoeing, are assets to SCF and he is one of the significant, key resource persons for the Federation.
2. Dr Zason Chian Lit Khoo was first appointed to the Board in 2003 (20 years). Since 2009, he has been a Vice President and has been involved in overseeing the high-performance aspects of the sport since. He possesses invaluable knowledge and experience in sport, and it is vital to the committee.
3. Mr Henry Sim was first appointed to the Board not later than in 1997 (25 years) and has held the position of Honorary Secretary since 2013. He is currently the Treasurer of the Asian Canoe Confederation and is actively involved in the Southeast Asia



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Confederation. Mr Sim's long service in the Council makes him a veritable "knowledge bank" and as the Council undergoes changes from time to time, he is the key link in the knowledge gap and history of the sport.

4. Mr Sean Chan was first appointed to the Board in 2013 (10 years).
5. Mr Richard Lee was first appointed to the Board in 2013 (10 years).
6. Mr Tony Tan was first appointed to the Board in 2013 (10 years).

Banker : DBS Bank

Auditor : S B Tan Audit PAC

Advisors : 1. Mr Desmond Lee Ti-Seng
Minister for National Development & Minister-in-charge of
Social Services Integration

2. Ms Sun Xueling
Minister of State, Ministry of Education (till 13 June 2022)
Minister of State, Ministry of Home Affairs (from 13 June
2022)
Minister of State, Ministry of Social and Family Development



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1. OBJECTIVES

The objectives of the Singapore Canoe Federation (SCF) are:

- 1.1. To promote, develop and increase participation for the sport of Canoeing in Singapore.
- 1.2. To promote physical activity for health and wellness, foster community engagement and bonding for social inclusiveness and integration, and inspire the Singapore Spirit through the sport of Canoeing.
- 1.3. To engage communities and provide access to the sport of Canoeing to vulnerable segments of the community such as youth at risk and the less privileged.
- 1.4. To unify, co-ordinate, sanction and organise Canoeing activities in Singapore, including national and international Canoeing tournaments and events.
- 1.5. To raise the competitive standards of Canoe athletes in Singapore for sustainable elite level performance at international competitions and multi-sport major games.
- 1.6. To provide sport pathways and opportunities for the progression and advancement of Canoe athletes, coaches, and technical officials in Singapore.
- 1.7. To raise the technical capability of Canoe coaches and technical officials in Singapore.

2. MEMBERSHIP

- 2.1. As of 31 March 2023, there were a total of 52 affiliates, including 33 Ordinary Members and 19 Associate Members (Individual and Corporate).

Ordinary Members		Corporate Associate Members	
1	American Dragons Singapore	1	A Lumi Pte Ltd
2	Austcham Paddle Club	2	Camelot Pte Ltd
3	German Dragons Singapore	3	Innotrek
4	Hwa Chong Alumni Association	4	Kanoe Sports
5	Hwa Chong Junior College Alumni	5	Motiv Asian Pte Ltd
6	Invictus Canoe Kayak Sprint Club	6	Paddlers Gateway
7	Kallang Alive Sports Management Pte Ltd	7	SAFRA National Service Association
8	Lightning Kayaking Club	8	SP Alumni
9	Ministry of Education	9	X-current Pte Ltd
10	Mountbatten Community Sport Network	10	X'treme Kayaking
11	Nanyang Polytechnic	11	XSNA Pte Ltd



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12	Nanyang Technological University	Individual Associate Member	
13	SINGAPORE NATIONAL CADET CORPS HQ	1	Adrian Ilic
14	National University of Singapore	2	Andreas Kaestel
15	Ngee Ann Poly	3	Harvind Sri Balasubramaniam
16	NUS Alumni Canoeing Team	4	Jonathan Ngiam
17	Outward Bound Singapore	5	Liu Chen Long
18	PAssion WaVe	6	Marc Lorenzi
19	Red Tide Canoeing and Canoepolo Club	7	Thomas Dowdall
20	Republic Poly	8	Ng Ling Yan
21	Sea Hawk Sports Club		
22	Singapore Institute of Management Pte Ltd		
23	Singapore Institute of Technology		
24	Singapore Management University		
25	Singapore Paddle Club		
26	Singapore Polytechnic		
27	Singapore University of Social Sciences		
28	Sport Singapore		
29	Tampines North Community Sports Network (FKA Tampines North Community Sports Club)		
30	Temasek Polytechnic		
31	The Boy's Brigade in Singapore		
32	Va'a Team France SG		
33	Waterways Watch Society		

3. REVIEW OF FINANCIAL STATE AND EXPLANATION OF MAJOR FINANCIAL TRANSACTIONS

3.1. Funding Sources

The Federation's source of funding includes boat storage fees, course fees, event registration fees, sponsorship, membership fees, government grants and donations.

3.2. Financial Highlight

- 3.2.1.** During the year, the Federation recorded expenditure of \$2,444,476 (2022: \$2,092,502). The total income was \$2,676,090 (2022: \$2,165,208), which included grants received from Sport Singapore of \$1,627,236 (2022: \$1,390,004),



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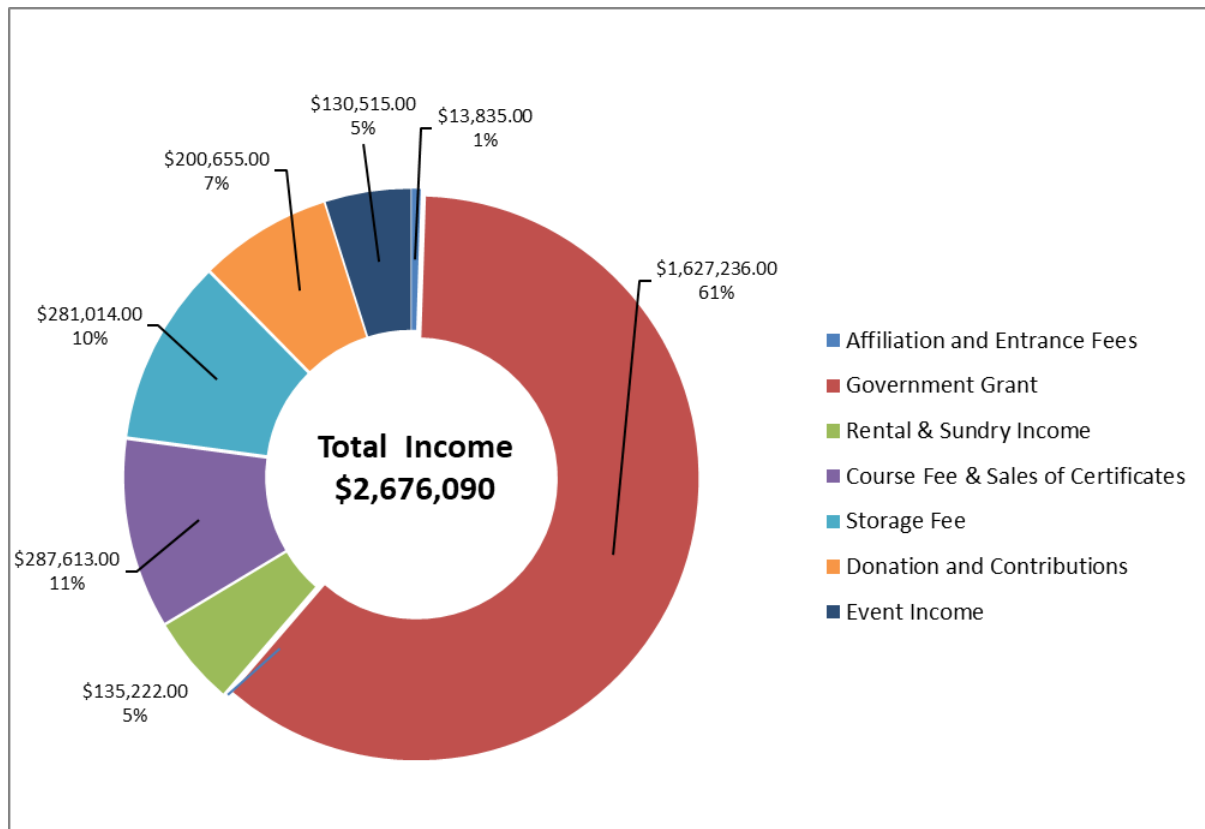
donation and contributions of \$200,655 (2022: \$94,744) and the remaining was the operating income of \$848,199 (2022: \$680,460). The net income was \$231,615 (2022: \$72,706).

3.2.2. The Secretariat ensured that funds were utilised for its intended purposes and half-yearly reports were provided to Sport Singapore.

3.2.3. S B Tan Audit PAC was responsible for auditing SCF's account for Financial Year 2022/2023. As of 31 March 2023, the Federation was in a favourable position with unrestricted accumulated funds totaling \$1,566,849 (2022: \$1,348,485) and restricted accumulated funds totaling \$105,809 (2022: \$92,558)

3.2.4. Statement of accounts for the financial year ended 31 March 2023 is as follows:

Financial Year 2022/2023 Total Income



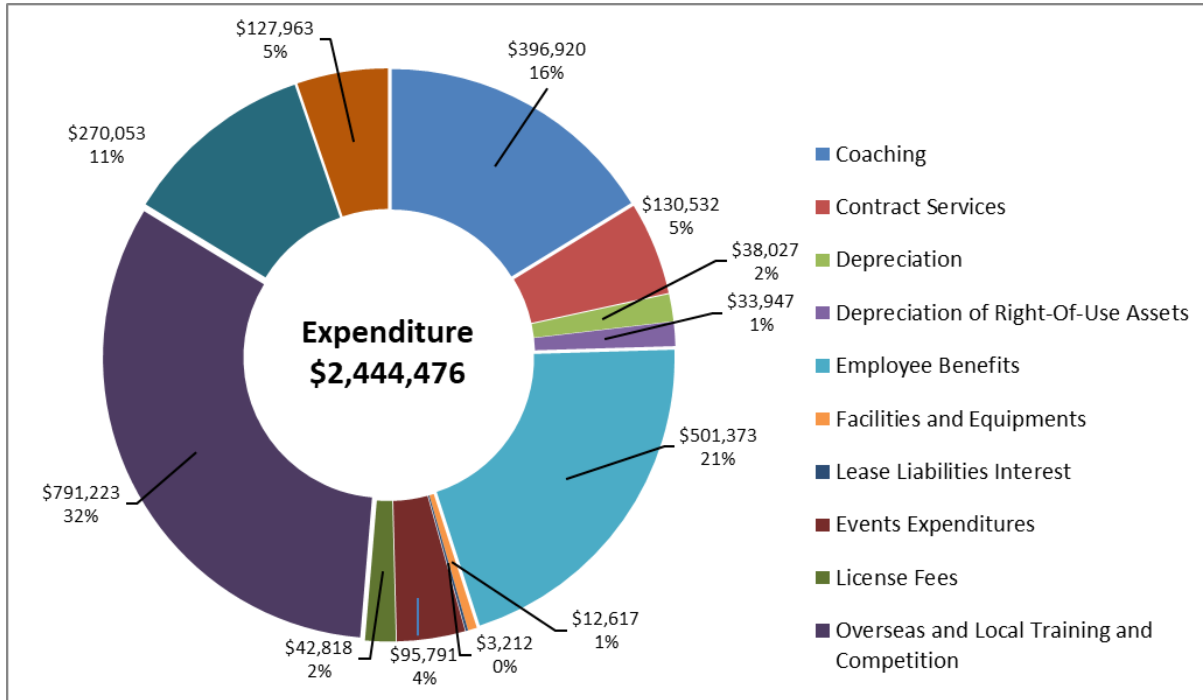


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Financial Year 2022/2023 Expenditure



3.3. Reserves Policy

	2023	2022
Unrestricted Funds (Reserves)	1,566,849	\$1,348,485
Annual Operating Expenditure	1,996,919	\$1,939,396
Ratio of Reserves to Annual Operating Expenditure	0.78	0.70

The reserves of the Federation provide financial stability and the means for the development of the Federation’s activities. The Executive Committee reviews the level of reserves regularly for the Federation’s continuing obligations.



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4. CHARITIES GOVERNANCE EVALUATION CHECKLIST

In implementing good governance practices, the Federation adopted best practices closely aligned to the principles in the Code of Governance for Charities and Institutions of Public Character (“Code”). In adhering to the Charity Council’s requirements that all IPCs shall disclose the extent of their compliance with the Code, the Association’s Governance Evaluation Checklist can be found on the Charity Portal Website www.charities.gov.sg.

5. MANAGEMENT AND AVOIDANCE OF CONFLICTS OF INTEREST

The Board and staff are expected to avoid actual and perceived conflicts of interest. The Board and staff must disclose any outside activities, financial interest or relationship that may pose a real, potential or perceived conflict of interest. Disclosures are to be made to the Governance Committee, with the required approval obtained before accepting any position as an officer or director of an outside business. Where a conflict of interest arises, the Governance Committee will evaluate whether any potential conflict of interest will affect the continuing independence of the Board and whether it is appropriate for the Board member to remain in the Committee.

To be effective, declarations of interests are conducted annually in written form. Updates to declarations are made during the year as and when they occur. During the financial year, no paid staff of the Federation were related to any member of the Board.

6. WHISTLEBLOWING

A whistleblowing policy is put in place to provide a framework to address concerns about possible wrong-doings or improprieties in financial or other matters, and to nurture a culture of integrity and transparency within the Federation.



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7. REVIEW OF ACTIVITIES

7.1. Executive Committee/Council Meetings

A total of nine (9) Executive Committee meetings were held during the financial year. The following sets out the individual Executive Committee's attendance at the meetings:

Name	Designation	Date of Executive Committee Meeting									Total Meetings Attended	Total Meetings Not Attended
		21 Apr 2022	21 Jul 2022	25 Aug 2022	15 Sep 2022	20 Oct 2022	24 Nov 2022	31 Jan 2023	23 Feb 2023	23 Mar 2023		
Mr Yip Kwan Guan	President	√	√	x	√	√	√	√	√	√	8	1
Mr Sean Chan Sik Lung	Vice-President	√	√	√	√	√	√	√	√	√	9	0
Dr Chian Lit Khoon Zason	Vice-President	√	√	√	√	√	√	x	√	√	8	1
Mr Low Sung Sheng	Vice-President	√	x	√	√	√	√	X	√	√	7	2
Mr Seetow Cheng Fave	Vice-President	√	x	x	√	√	√	√	x	x	5	4
Mr Henry Sim	Honorary Secretary	√	√	√	√	√	√	√	√	√	9	0
Mr Francis Ng Yong Kiat	Assistant Honorary Secretary (Resigned on 7 Feb 2023)	√	√	√	√	√	√	√	NA	NA	7	0
Mr Richard Lee Cheow Lien	Honorary Treasurer	√	√	x	x	√	√	√	x	√	6	3
Mr Tony Tan	Assistant Honorary Treasurer	x	x	x	√	√	√	√	x	√	5	4

7.2. Annual General Meeting 2022

The Annual General Meeting ("AGM") of the Singapore Canoe Federation (SCF) was held on Saturday, 17 September 2022, at 10:00 a.m at NUSS Suntec City Guild House. 18 of 31 ordinary members were present at the AGM 2022.

The minimum required quorum of one-third of the total number of ordinary members present was met and the AGM could proceed.



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7.3. Singapore Canoe Federation Events / Competitions

7.3.1. Events during the period

Event	Event Date	Approx No of participants
2022 Singapore Schools Games Canoeing Championships	4,5,6,7 Apr 2022	600
2022 Inter-Tertiary Canoe Sprint Championships	9 Apr 2022	180
2022 Singapore Kids Kayaking Championships	10 Apr 2022	70
2022 Singapore Sprint Cup 1	23 Apr 2022	20
2022 Pesta Sukan Canoeing Race	31 Jul 2022	560
2022 Singapore Canoe Sprint and Paracanoe Championships	20 – 21 Aug 2022	280
2022 Singapore Canoe Polo Championships	3, 4, 10, 11 Sep 2022	300
2022 POL-ITE Canoe Sprint Championships	19 Nov 2022	185
2022 Singapore Mid-Distance Canoeing Championships	20 Nov 2022	320
2023 Singapore Canoe Marathon	15 Jan 2023	700
2023 Singapore Junior Canoe Sprint Championships	11 – 13 Mar 2023	600

7.4. Other Activities

7.4.1. Collaboration with ActiveSG Canoe Academy

The collaboration agreement between ActiveSG Canoe Academy and SCF was signed on 2 Jul 2021 and valid for the period 1 Jul 2021 to 30 Jun 2023. A one-year extension was signed on 30 Jun 2023.

7.4.2. 2023 Asian Canoe Polo Championships (ACPC)

ACPC will be held in Singapore from 10 – 12 Nov 2023. The Host Organising Committee is working very closely with various agencies for the event to happen at Marina Bay.



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7.4.3. Asian Canoe Confederation (ACC) Congress

The 2023 ACC Congress will be held on 29th Nov 2023 at The Mytt Beach Hotel at 13:00pm in the Olympic Hall of Seoul Olympic Park, Korea. Each National Federation has the right to appoint up to 2 delegates to attend the ACC, of whom one has the right to vote for the following positions:

1. Vice Presidents, 3 positions (2023 – 2027)
2. Secretary General (2023 – 2027)

7.5. Fundraising

There was no fundraising event held by the SCF during the financial year from 1 April 2022 to 31 March 2023.

8. WATER SPORT CENTRE OPERATIONS

8.1. Paddle Lodge at MacRitchie Reservoir

Inventory checks of boats were conducted. The total number of registered boats in MacRitchie Reservoir as of 31 March 2023 was 1,073.

8.2. Paddle Lodge at Pandan Reservoir

Inventory checks of boats were conducted. The total number of registered boats in Pandan Reservoir as of 31 March 2023 was 196.

8.3. Kallang Water Sports Centre (KWSC)

8.3.1. The total number of registered boats in Marina Reservoir as of 31 March 2023 was 680.

8.3.2. Obtained PUB's approval on training beyond daylight hours and waiver of Personal Flotation Device (PFD) for Canoe Sprint National Team Athletes.

9. CANOE SPORT

9.1. Breakdown of the number of participants who attended the course in Singapore:

9.1.1. Number of Certified Coaches

KRL 1	KRL 2	KRL 3	KRL 4	KRL 5
14	7	0	0	0



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9.1.2. Number of Certified Kayakers

1 Star	2 Star	3 Star	4 Star	5 Star
4792	577	44	0	0

9.1.3. Number of Kayaking Orientation Programmes

Total number of Kayaking Orientation Programmes	Total number of participants
29	1948

10. CANOE SPRINT

10.1. Team Composition – Kayak

Coaches	Squad	Men	Women	Sub - Total
Balasz Babella (Till Dec 2022) Bill Lee Wei Liang Agnes Szabo Denes Szaszak (part-time) Lucas Teo (part-time)	spexScholars	1	2	3
	Senior	14	2	16
	U18s	6	4	10
	U17s	7	4	11
	U16s	4	2	6
	U15s	4	2	6
Total		36	16	52



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10.2. Team Composition – Canadian Canoe

Coach	Squad	Men	Women	Sub - Total
Hadrian Ro (part-time)	Senior	3	1	4
	Development	9	3	12
Total		12	4	16

10.3. Carding for Canoe Sprint National Athletes

10.3.1. 23 Canoe Sprint athletes obtained various carding levels in FY22.

Kayak		
Carding Level	Male	Female
S2	0	1
S2P	1	0
S3	0	1
E3P	1	1
Y	9	6
Canoe		
Carding Level	Male	Female
E3P	2	1

10.4. Overseas Competitions and Training Camps

S/N	Event	Month / Year	Squad	Remarks
1	2022 ICF Canoe Sprint World Cup 1, Racice	May/ 2022	Senior/ spexScholar	WK1 500m (Final C) - Stephenie Chen (4/8) WK1 200m (Final B) - Stephenie Chen (6/9)
2	2022 ICF Canoe Sprint World 2, Poznan	May/ 2022	spexScholar/ Senior Team	WK4 500m (Semi-Final 1) - Soh Szeying - Angelica See - Victoria Chew - Deborah Saw (9/9) WK1 500m (Heat 3) - Angelica See (7/8) WK1 200m - Soh Szeying (SF2) (7/8)

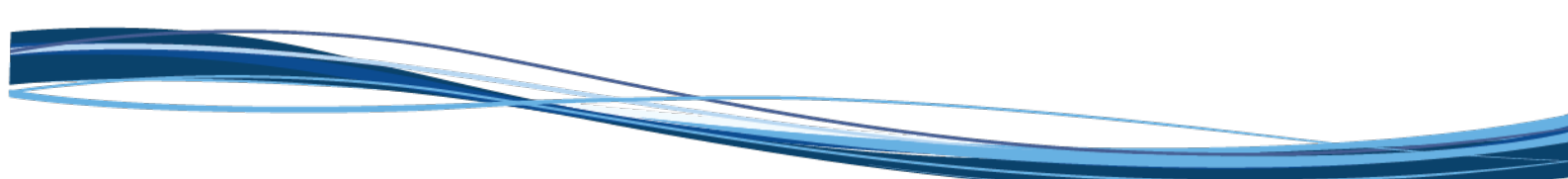


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				<ul style="list-style-type: none"> - Angelica See (SF1) (9/9) MK1 Men 1000m (Heat 4) <ul style="list-style-type: none"> - Brandon Ooi (7/8) MK1 Men 200m (Heat 1) <ul style="list-style-type: none"> - Brandon Ooi (6/8)
3	Southeast Asian Games	May/2022	spexScholar/ Senior Team	MK1 1000m Final <ul style="list-style-type: none"> - Lucas Teo (Gold) MK2 1000m Final <ul style="list-style-type: none"> - Lucas Teo, Brandon Ooi (Gold) MK4 500m Final <ul style="list-style-type: none"> - Brandon Ooi, Jovi Jayden Kalaichelvan, Koh Teck Wai Daniel, Pan Congchang (Bronze) WK4 1000m Final <ul style="list-style-type: none"> - Victoria Chiew Xi Jie, Saw Jia Ning Deborah, Angelica See Rui Xiao, Soh Sze Ying (4th) MK4 1000m Final <ul style="list-style-type: none"> - Kendrick Ang Zhong Yi, Pan Congchang, Tay Zi Qiang, Teo Wei Jie Sean (5th) WK2 1000m Final <ul style="list-style-type: none"> - Victoria Chiew Xi Jie, Daniella Barbara Lawther (4th) MC2 1000m Final <ul style="list-style-type: none"> - Chan Hon Yan Gereon, Lucas Huan Zhi Kai (6th) WC2 500m Final <ul style="list-style-type: none"> - Siew Yu Ying Clara, Tan Lyn Cai (4th) WK2 500m Final <ul style="list-style-type: none"> - Victoria Chiew Xi Jie, Soh Sze Ying (4th) WC1 500m Final <ul style="list-style-type: none"> - Siew Yu Ying Clara (6th) WK4 500m Final <ul style="list-style-type: none"> - Chan Wern Min Rachel, Saw Jia Ning Deborah, Angelica See Rui Xiao, Soh



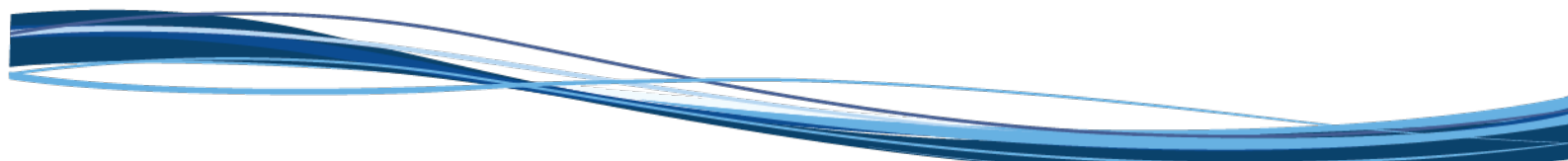


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				<p>Sze Ying (4th) WC1 200m Final - Tan Lyn Cai (5th)</p>
4	Auronzo International Canoe Sprint 2022	July/2022	Junior Team	<p>U16 WK2 500m (Final A) - Charlotte Ng - Lim Yuling (3/9) U16 MK2 1000m (Final A) - Chen JiaXuan, Ryan Lee Ee Hong (4/9) - Matthew Koh, Tristan Loo (6/9) Junior WK2 500m (Final A) - Faith Lam - Krystal Heng (5/9) Junior MK4 500m (Final A) - Matthew Ng - Pan CongChang - Kendrick Ang - Cohen Seah (8/9)</p>
5	2022 ICF Canoe Sprint World Championships, Halifax	August/2022	SpexScholar/ Senior Team	<p>MK1 200m (Final B) - Brandon Ooi (5/9) WK1 200m (Final B) - Soh Szeying (6/9) MK1 500m (Final C) - Brandon Ooi (1/8)</p>
6	2022 ICF Junior & U23 Canoe Sprint World Championships, Szeged	August 2022	Senior Team (C-canoe), Junior Team (Kayak)	<p>Junior MK1 500m (Final C) - Pan CongChang (5/9) Junior WK2 500m (SF3) - Lim Yuling - Charlotte Ng (9/9) U23 MC1 1000m (Final B) - Lucas Huan (9/9) U23 MC2 500m (Final B) - Lucas Huan - Gereon Chan (8/9)</p>
7	Olympic Hopes Regatta	September / 2022	Junior Team	<p>U17 MK1 1000m (SF2) - Pan CongChang (7/9) U15 MK1 200m (Final A) - Titus Ching (6/9) U15-16 WK2 500m (SF3) - Lim Yuling - Charlotte Ng (7/9) U 17-18 WK4 200m (SF1) - Kirsten Heng - Krystal Heng - Yeo Min - Chloe Young (5/9)</p>





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10.5. National Team Time Trials and Training

10.5.1. For the senior teams, an Asian Games selection was conducted on 2 May 2022. For the youth team, a time trial was conducted on 19 Feb 2023 to select the national youth athletes.

10.5.2. The national teams train at Marina Reservoir. Attendance for trainings is taken seriously and coaches track their attendance.

10.6. Coaching Development

10.6.1. The Federation's SG-Coach Level 1 Full Integration course (4th cycle) was conducted between 1st October to 4th December 2022. The course is endorsed by Sport Singapore and was conducted by certified ICCE Coach Developers Dr Cheryl Tay (SDG, ACA Lead) and Ms Annabelle Ng (CoachSG) alongside SCF's National Coaches. In view of the intention to grow the coach developer team, we have on board 3 ICCE-trained coach developers, Ms Ong Kai Wen, Mr Benjamin Low and Mr Lucas Teo, who were attached the different facilitators as a learning experience. They will be involved in the facilitation of some modules in the next L1 Full Integration course for FY23. We had a total of 20 participants and 1 chose to drop out prior to his coaching assessment. All 19 have completed the requirements of their certification and are currently NROC L1 coaches, 6 of whom are currently actively coaching with the ActiveSG Canoe Academy.

10.7. Awards

10.7.1. A total of 11 canoe sprint athletes were awarded the Singapore Olympic Foundation-Peter Lim Scholarship 2022. The recipients received the awards in the following categories:

Secondary Category

1. Nur Amalina Binte Mohamad Faizal – CHIJ Katong Convent

Tertiary Category

1. Carmen Lai Yue Yun – Republic Polytechnic
2. Teo Wei Jie Sean – Nanyang Technological University
3. Victoria Chiew Xi Jie – Nanyang Technological University

High Performance Category

1. Chloe Young – National Junior College
2. Goh Yi En – Hwa Chong Institution
3. Kendrick Ang Zhong Yi – Anglo Chinese School (Independent)
4. Loo Ther Tristan – Anglo Chinese School (Independent)
5. Pan CongChang – Hwa Chong Institution
6. Wu You – Hwa Chong Institution
7. Yeo Min – SJI International School



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11. CANOE POLO

11.1. Team Composition

Coaches	Squad	Men	Women	Sub-Total
Yang Yuanfeng	Senior Men	20	0	20
Ong Han Loong	Senior Women	0	15	15
Li Xing Fu	U21s	16	16	32
Total		36	31	67

11.2. National Team Training

The national teams train at Pandan Reservoir. Attendance for training is taken seriously and coaches track their attendance.

11.3. Carding for Canoe Polo Athletes

Eight Canoe Polo athletes obtained BT4 (basic carding) in FY22.

11.4. Overseas Training and Competitions

S/N	Competition	Month/Year	Squad	Remarks
1	ICF Canoe Polo World Games	July/2022	Women Senior Team	5th placing category - NED VS SGP - 4:1 - Finished 6th place
2	ICF Canoe Polo World Championship	August/2022	Women Senior Team	11th Place - SGP VS USA - 6:0 - Finished 11th place

12. PARA-CANOE

12.1. Paracanoe Programme

The Saturday paracanoe programme is now in its 9th year and practices on ongoing weekly at MacRitchie Reservoir. The group prepared for and participated in the 2022 Pesta Sukan Canoe Sprint and Paracanoe Race in July 2022 as well as the Singapore Canoe Marathon in Jan 2023.



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13. TECHNICAL OFFICIALS

13.1. 31st SEA Games (Hanoi, Vietnam)

Mr Cheng Kok Hua was appointed Chief Official at the 2021 SEA Games. Dr Chain Lit Khoon Zason was appointed as Jury, Mr Peter Chai as Starter and Ms Sheryl Cheng as Course Umpire.

13.2. 2022 ICF Canoe Sprint and Paracanoe World Championships

Mr Cheng Kok Hua was appointed as Boat Control Umpire.

13.3. 2022 ICF Junior and U23 Canoe Sprint World Championships

Mr Lee Wai Leong was appointed as a Starter.

13.4. 2022 ICF Canoe Sprint World Cup 1

Mr Patrick Fong was appointed as a Starter.

13.5. 2022 Asian Canoe Confederation Congress

Mr Cheng Kok Hua was elected to the ACC Canoe Sprint Chair Committee

13.6. Deutschland International Canoe Polo Championships

Mr Evan Kong was appointed referee at the championships.

13.7. 2022 ICF Canoe Polo World Championships

Mr Evan Kong and Ms Chad Ong were appointed referees at the championships.

14. MARKETING COMMUNICATION AND SPONSORSHIP

14.1. Social Media

- 14.1.1. For the financial year 2022, a total of 257 posts (Facebook – 143, Instagram – 114) were published on our social media. Please refer to the following table for the types of posts made.

No.	Type of posts
1	National/Local Canoeing Events
2	Updates on National Teams (e.g. international competitions, training, awards)
3	Recreational activities/programmes (e.g. star courses, boat rental)
4	Safe management measures for COVID-19
5	SCF 50th anniversary
6	National and international commemorative events



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14.1.2. As of 31 March 2023, we have 4,901 likes on our Facebook page and 2,239 followers on our Instagram page.

14.2. SCF 50th Anniversary Commemorative Book

To celebrate SCF's 50th anniversary, SCF launched our first commemorative book, *Flow: Making Waves Since 1971*. *Flow* commemorates the history of canoeing over the last 50 years, journeying through the many memorable moments and achievements over the last half-century.

The launch of the book was held on 3 April 2022, at the Singapore Sports Hub Library, and saw about 40 attendees, comprising of the Federation's Council, pioneers, athletes, paddling enthusiasts, and partners such as Sport Singapore, Singapore Sports Hub, and PAssion WaVe, who have contributed immensely to the sport of canoeing. Our advisors, Mr Desmond Lee and Ms Sun Xueling, were also present at the event to congratulate SCF. The writer of *Flow*, Ms Bridgette See, was also present as a Guest-of-Honour.

15. STAFFING

15.1. Secretariat and Coaching Staff

The secretariat of Singapore Canoe Federation was headed by:

- Ms Chloe Goh, General Manager (from 1 Jun 2018 till 15 May 2022)
- Ms April Teo, Acting General Manager (from 1 May 2022 till 26 Jun 2022)
- Mr Jason Woon, General Manager (from 27 Jun 2022 till 4 Oct 2022)
- Mr Lim Han Yong (from 2 Feb 2023 till present)

As of 31 March 2023, SCF had a staff strength of 11 full-time employees.

Name	Designation
Mr Lim Han Yong	General Manager (from 2 Feb 2023)
Ms Elaine Ong	Senior Human Resource & Finance Executive
Mr Goh Eng Soon	Senior Programme Executive
Ms Teo Ling Xuan	Senior Marketing and Business Development Executive
Ms Valery Tan	High Performance Executive (till 22 May 2023)
Ms Joselyn Tan	High Performance Executive (till 5 Apr 2023)
Mr Bill Lee Wei Liang	National Head Coach (Canoe Sprint – Kayak)

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Ms Agnes Szabo	Assistant Development Coach (Canoe Sprint – Kayak)
Ms Cheong Hui Ling	Senior Operations Executive
Mr Thomas Ang	Operations Executive (till 15 Jun 2023)
Mr Matt Chew	Events & Administrative Executive (from 6 Mar 2023)

15.2. Employees who resigned/contract due during FY22

Name	Designation
Ms Chloe Goh	General Manager (till 15 May 2022)
Ms April Teo	Acting General Manager (till 30 Sep 2022)
Mr Jason Woon	General Manager (till 4 Oct 2022)
Mr Cheng Kok Hua	High Performance Executive (till 1 Dec 2022)
Mr Li Li	High Performance Executive (till 18 May 2022)
Mr Balazs Babella	Mentor Coach (Canoe Sprint – Kayak) (till 31 Dec 2022)
Mr Lentuloy Gyorgy	National Head Coach (Canoe Sprint – Canadian Canoe) (till 31 May 2022)

15.3. Employee Remuneration

Top 3 Key Management Personnel in remuneration bands:	Year ending 31 Mar 2023	Year ending 31 Mar 2022
\$100,001 - \$200,000	0	1
Below \$100,000	2	2



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16. ANY OTHER MATTERS

16.1. Precautionary Measures in response to Covid-19

With the easing of safe management measures during Mar 2022, SCF commenced to ramp up our events, programmes, activities and overseas training and competitions.

17. FUTURE PLANS

Priorities for FY23 and FY24

17.1. Corporate Governance

- Adoption of revised constitution consistent with the Mandatory Governance Principles for NSAs.
- Compliance with Charity Governance and Institute of Public Character requirements.
- Compliance with Sport Singapore's requirements.
- To form a Corporate Governance and Nomination committee to ensure strict adherence to governance guidelines.
- To set up/update the following committees:
 - Corporate Governance and Nomination
 - Audit and Safety
 - Finance and Investment
 - Human Resource and Compensation
 - Fundraising and Partnership
 - Strategic planning and development (all canoe disciplines)
 - High Performance
 - Selection and Discipline

17.2. High Performance and Pathway Development

- Update the multi-year sports plan for all disciplines and to identify long-term targets and milestones (major Games and championships), athletes, specific plans to achieve the target and the SCF needed to deliver the plan.
- Enhance participation in overseas training and competitions.
- Support local coaches' education and development.
- Increase the number of carded athletes, new and existing, and identify subsequent batches of spexScholars.
- Improve our prominence on the regional and international stage by organising events to attract top foreign athletes and team participation.
- Enhance the athlete development pathway in partnership with ActiveSG Canoe Academy and Schools through systematic progression into the national programmes.

17.3. Canoeing, a sport for all

- Continue to collaborate with stakeholders like PA, MOE and OBS to increase outreach to kayaking.
- Improve infrastructure at SCF operation centres in Kallang Water Sports Centre, MacRitchie Reservoir, Pandan Reservoir and Bedok Reservoir.



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- Review the current Star Personal award syllabus and to propose a comprehensive syllabus across all disciplines.
- Increase the number of course and programme offerings.
- Setting up a permanent Canoe Polo Court at Bedok Reservoir towards canoe polo development.

17.4. Staff and Volunteer Development

- To continue developing a strong secretariat and coaching team
- To continue developing a strong base of technical officials for the various disciplines and have Singapore technical officials represented at major Games and championships.
- To develop a volunteer management system to keep track and show appreciation to our volunteers.

17.5. Care for others, care for environment

- To develop the paracanoe scene in Singapore.
- Collaborate with possible corporate sponsors on their CSR for outreach and fundraising.
- To incorporate reservoir and beach clean ups as part of our event calendar.

17.6. Business Capabilities

- Enhance revenue streams through courses, programmes, boat rental, merchandise, investment and other avenues.
- Optimise annual operating expenditure.
- Build staff competencies and strength in events and high-performance teams.
- Develop marketing and communications strategy to increase SCF branding outreach, exposure and sponsorship.
- Identify key sponsorship partners and develop a long-term partnership plan with them.

The above constitutes the Annual Report of the Singapore Canoe Federation.

Prepared for the Federation as of 31 March 2023.

Mr. Yip Kwan Guan
President

Mr. Henry Sim
Honorary Secretary

Mr. Richard Lee
Honorary Treasurer

