

REIMAGINING OUR FUTURE

Annual Report FY2023/2024

Guide Dogs Singapore Ltd (GDS)



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GUIDE DOGS SINGAPORE PTE LTD

Annual Report From 1 December 2023 to 30 November 2024

Guide Dogs Singapore Ltd ("GDS") was incorporated as a company limited by guarantee on 12 March 2003, and was later registered as a charity under the Charities Act in FY 2008 on 1 September 2008.

GDS uses the M&AA as its governing instrument.

We have been accorded IPC (Institution of a Public Character) status from 01/03/2021 to 28/02/2025.

We are a full member of the National Council of Social Service (NCSS), and an applicant organisation with the International Guide Dog Federation.

All currency is presented in Singapore Dollars (SGD), unless otherwise stated.

Unique Entity No. : 200302260G

Charity Registration : 002116

Registered Address: 50 South Bridge Road, CMO Building,

#03-00, Singapore 058682

Main Office : 20 Sin Ming Lane, Midview City,

#02-53, Singapore 573968

Advisor: Amos Miller (Ex-Chairman of GDS & a Guide Dog User).

Founder and CEO at Glidance Inc

Bank: DBS Bank Limited

Auditor: Tan, Chan & Partners

Company Secretary: Mr. Samuel Yuen Wei Loon (Date appointed: 10 January 2014), Yuen Law LLC

ABOUT GUIDE DOGS SINGAPORE LTD (GDS)

Guide Dogs Singapore Ltd (GDS) is a registered charity and a leading social service agency that serves the blind and visually impaired community in Singapore. Founded in 2006, we are dedicated to enhancing the quality of life for individuals with vision impairment, empowering them to live independently and integrate into society. Our services go beyond guide dogs—we offer a comprehensive range of rehabilitation programmes, including mobility training, assistive technology support, and life skills development, ensuring a holistic approach to empowerment and inclusion.

Our programmes and services include:

- Orientation & Mobility (O&M) Training
- Independent Living Skills Training
- Guide Dog Programme
- Accessibility & Technology
- Client-Centric Services
- Outreach & Advocacy

As of 30 November 2024, we have served 860 clients and have been responsible for successfully training and pairing 13 guide dog teams in our history, of which 8 are currently active. A steadily increasing number of potential clients have also joined our waiting list.

VISION

An inclusive society where every blind and vision impaired person is empowered for independent living.

MISSION

We are dedicated to helping blind and vision impaired persons achieve their fullest potential within society.

GOAL

To build a world-class organisation providing excellent service quality and lifelong support to the blind and vision impaired community.

OUR VALUES

Empowerment

To enable the blind and vision-impaired community to realise their potential and aspirations.

Dedication

To promote the interests of the blind and visually impaired community through close and dedicated partnerships with our stakeholders.

Inclusiveness

To promote inclusiveness amongst the society towards the blind and low vision community.

Accountability

To always act with accountability and transparency in the course of our work.



PATRON'S MESSAGE

I am very pleased to serve as Patron of Guide Dogs Singapore Ltd (GDS). It is an organisation whose mission I embrace. Each year, I am impressed by the dedication, innovation, and compassion of the GDS team as they work to empower persons with vision impairment.

In 2024, GDS expanded its vision rehabilitation programme to include Social Workers. With this addition, clients and caregivers now benefit from a more holistic model of care—combining the practical skills taught by Orientation and Mobility Specialists with social and psychological support from Social Workers.

The Guide Dog Programme continues to make meaningful progress. Two new guide dog teams were formed this year, bringing the total to 13 since GDS's inception. I look forward to the return of our second Guide Dog Mobility Instructor in 2025, which will increase our local training capacity and enhance aftercare support for our growing number of guide dog handlers and their working dogs. I am also pleased that GDS is progressing in its application to become a full member of the International Guide Dog Federation—an important milestone in aligning with global best practices.

I would like to thank the Infocomm Media Development Authority (IMDA) and DBS for their generous support of GDS's digital inclusion efforts under the Digital for Life programme. This initiative has empowered persons with vision impairment to gain essential digital skills—enabling them to stay connected, informed, and independent in an increasingly digital world.

In closing, I would like to speak to three important groups:

To our policymakers: I urge continued support in facilitating policy changes that would grant guide dogs in training access to public spaces. This is critical for their proper development and the future safety of both the guide dogs and their handlers.

To our donors and partners: I appeal to foundations, corporations, and individuals to give generously. GDS is a self-funded organisation, and your support directly improves the quality of life for persons with vision impairment—enabling greater independence, employment, and social participation.

To medical and allied health professionals: Please refer your patients with sight loss to GDS. With the right support and training, they can lead empowered, meaningful lives beyond their disability.

Let us continue building a more inclusive and gracious Singapore—where every person, regardless of ability, is given the opportunity to thrive.

Tommy Koh

Josessey

Ambassador-At-Large, Ministry of Foreign Affairs Patron, Guide Dogs Singapore Ltd



CHAIRMAN'S MESSAGE

As we close the chapter on 2024, we reflect on how far we've come and how the evolving landscape continues to reshape our journey. In a world where societal needs, technological advancements, and client expectations are constantly shifting, Guide Dogs Singapore Ltd (GDS) has remained steadfast in our mission, while reimagining what the future can and should look like for persons with vision impairment.

The rising demand for vision rehabilitation has made it clear that our services are more vital than ever. This has driven us to re-evaluate and expand our Orientation and Mobility (O&M) Services. To ensure we meet every individual's needs in a timely and effective way, we've implemented a two-tier service model. Senior O&M Specialists are now focused on supporting clients with more complex needs, while newly recruited O&M cadets assist with foundational training under mentorship. This structure not only expands our service capacity but lays the foundation for long-term scalability and continuity.

Recognising that vision rehabilitation goes beyond mobility training, we have also deepened our commitment to holistic care. The integration of professional social workers into our team marks a pivotal step in ensuring our clients receive emotional and psychosocial support, alongside practical life skills. These social workers are also a vital resource for caregivers—who often walk the path of rehabilitation side by side with our clients.

In our Guide Dog Programme, we continue to plan for sustainable growth. While we currently have one Guide Dog Mobility Instructor (GDMI), Ms Christina Teng, we eagerly await the return of our GDMI cadet, Ms Tan Shi Lin, who is undergoing training at Seeing Eye Dogs, Vision Australia. Her graduation in 2025–2026 will allow us to double our guide dog capacity, broadening the life-changing impact of these partnerships. This year, we made two new pairings which brings the total number of Guide Dog Teams to 13 since our inception. This achievement marks a significant milestone on our path to becoming a member of the International Guide Dog Federation (IGDF).

GDS is also honored to be a recipient of the Digital for Life Grant by the Infocomm Media Development Authority (IMDA). Funded by DBS Bank, we launched a two-year digital inclusion programme to strengthen technology literacy among our clients. In 2024, we delivered over 230 personalised training sessions and hosted workshops for 80 participants, empowering them to navigate their lives more confidently through digital tools.

Of course, none of this would be possible without the continued support of our donors, partners, and volunteers. In a climate where giving is more intentional than ever, we are deeply grateful for every contribution—monetary, time-based, or advocacy-driven.

As we look to the year ahead, one thing remains clear: the road to a more inclusive society is long, but we're well on our way and we're not walking it alone. At GDS, we are not simply responding to change; we are shaping it, reimagining a future where every person with vision impairment can lead an empowered, independent, and dignified life.

On behalf of the Board of Directors and staff, thank you for walking this journey with us.

Dr. Wong Hon Tym

Chairman,

Guide Dogs Singapore Ltd

BOARD OF DIRECTORS

GDS is governed by a Board, responsible for overseeing and managing the charity's strategic direction and corporate governance. GDS is also headed by a General Manager.



A/Prof Wong Hon Tym

GDS Chairman (10 Jan 2017 - Current)

GDS Treasurer (28 Dec 2022 - 29 May 2023)*

GDS Director (25 Jul 2013 - 09 Jan 2017)

*Dr Wong assumed the role of Treasurer from 28 December 2022 to 29 May 2023 when Dr. Trina Tan relinquished her role.

Clinical Director
Centre for Healthcare Innovation (CHI)

Senior Consultant
Dept of Ophthalmology, Tan Tock Seng Hospital (TTSH)

Ms. Shirley Patricia Sutton (Lee)

GDS Vice Chairperson (10 Jan 2017 - Current)

GDS Director (13 Aug 2012 - 09 Jan 2017)

Director
Dynamic PR & Events





Mr. Matthew St Clair Whittall

GDS Treasurer (29 May 2023 - Current)

GDS Director (17 Apr 2023 - 28 May 2023)

Independent Consultant/Director Mining Strategies Limited

Dr. Tan Hwei Lan

GDS Director (23 Apr 2007 - Current)

Assistant Professor Health & Social Sciences Singapore Institute of Technology



BOARD OF DIRECTORS



Dr. Trina Tan Li Lian

GDS Director (13 Feb 2017 - Current)

GDS Treasurer (06 Sep 2021 - 28 Dec 2022)

Senior Lecturer Republic Polytechnic

Mr. Shum John Dominic Tze-Juen

GDS Director (28 Jan 2020 - Current)

Partner King & Wood Mallesons Singapore





Mr. Isaac Poh Ken Leong

GDS Director (20 Apr 2023 - Current)

Asia Pacific Head of Digital Marketing Schroders

Dr. Jeremy Lee Yang

GDS Director and Veterinary Advisor (15 May 2024 - Current)

Veterinarian The Animal Clinic





Dr. Lee Koon Ann Lennie

GDS Director and Veterinary Advisor (08 Dec 2015 - 24 Jan 2024)

Director & Senior Veterinarian
The Animal Clinic

We thank Dr Lennie Lee, GDS Director and Veterinary Advisor from 2015 to 2024

Dr. Lennie Lee served as a Volunteer Director with GDS from 2015 to 2024. During his directorship and role as a veterinary advisor, his unwavering commitment to the well-being of the guide dogs ensured the safety of the dogs and clients who rely on them for safe and independent travel.

Together with The Animal Clinic, he put in place a comprehensive wellness programme, making sure our working dogs receive the best care and remain in optimal health. He would also screen the dogs' health history before they were brought in from overseas for training in Singapore so that these dogs start their guiding journey with a strong foundation for success.

Dr Lee is not just a compassionate and dedicated director to us, but a dear friend of ours. His contributions have undoubtedly been instrumental in the success of GDS guide dog programme, and the fulfilment of GDS's mission in empowering blind and vision-impaired people to achieve their fullest potential within society. His legacy will continue to resonate within the organisation and the community it serves.

We bid farewell to Dr Lee and thank him for his many years of service to GDS.

Dr. Lennie Lee resigned on 24 January 2024. He is succeeded by Dr. Jeremy Lee, veterinarian at The Animal Clinic.

Farewell Message from Dr Lennie Lee

It has been an honour to serve as Director and Veterinary Advisor for GDS since 2015. Supporting the health and well-being of guide dogs has been incredibly rewarding, and I'm grateful for the friendships and partnerships built along the way. As I step down, I'm confident that the work will continue with the same dedication, especially with my son, Dr. Jeremy Lee, taking over. Thank you to the GDS team, our partners, and the guide dog community for your trust and support—I look forward to seeing GDS continue to grow and make a difference.

STAFF MEMBERS



Vanessa Loh General Manager (since 02 June 2014)

COMMUNITY PARTNERSHIP



Eileen KohHead of
Community Partnership



Wee Yan HongExecutive,
Community Partnership



Ashley KohExecutive,
Community Partnership

CLIENT SERVICES



Melody DengHead of Orientation
& Mobility Services



Simone Oh Senior Orientation & Mobility Specialist



Christina Teng Senior Guide Dog Mobility Instructor



Tan Shi LinGuide Dog Mobility
Instructor Cadet



Chia Hong SenTrainer and Consultant,
Accessibility & Technology



Aisyah Binte Abu Bakar
Project Assistant,
Accessibility & Technology
(part-time)



Kelvin Ang Social Worker



Eloise Tay Social Worker

ADMIN



Manda Lee
Admin Executive,
Client Services
(part-time)



Sandy Ng Admin & Accounts Executive











Guides in the Making: Puppy Edition

In 2023, GDS reached a significant milestone in guide dog development. Our first breeding dog, Disco, was sourced from Guide Dogs Australia and is currently under the care of our partner organisation, the Nippon Lighthouse Guide Dog Training Centre in Japan.

Disco welcomed a litter of eight puppies, each placed with volunteer puppy raisers for twelve months to undergo foundational obedience training and socialisation. In 2024, these puppies progressed to a comprehensive assessment to determine their potential as guide dogs. This marks an exciting step forward in expanding our Guide Dog Programme.

Enabling the Vision Impaired Through Technology

Technology has changed the way we connect with the world, but navigating the digital landscape can be challenging for people with vision impairment. With support from the Infocomm Media Development Authority Digital for Life Fund, Guide Dogs Singapore is helping to close the digital gap by equipping individuals with the knowledge and skills to make full use of assistive technology in their daily lives.

Through this initiative, training fees for assistive technology sessions are subsidised for up to five sessions, giving our clients the opportunity to develop their skills and improve their independence. This initiative is made possible through the generosity of the DBS Foundation, a key donor to the Digital for Life Fund and a sponsor of Guide Dogs Singapore's Enabling the Vision Impaired Through Technology project.







New Smiles, Bigger Impact with Our Social Workers

With the addition of new social workers in 2024, Guide Dogs Singapore is now providing a more complete rehabilitation programme that goes beyond mobility training to include psychosocial support.

Our social workers work closely with clients throughout their journey, helping them overcome psychological, familial, and employment challenges. This integrated approach ensures that clients receive the right support at every stage, leading to greater independence and well-being.



Paws and Applause for Our Two New Guide Dog Teams

In 2024, we proudly celebrated the addition of two newly trained guide dog teams, bringing our total to 13. Our clients, Lee Lee and Sebastian, were successfully matched with their guide dogs, Hesta and Vogue. These partnerships mark a significant step in their journey toward greater independence, mobility, and confidence.

To commemorate this milestone, we hosted a special graduation ceremony attended by our valued partners, supporters, and friends of Guide Dogs Singapore. The event recognised the dedication and perseverance of our clients and guide dogs, as well as the unwavering support from the community that makes these life-changing partnerships possible.

Vogue has significantly changed my life. With her by my side, I feel safer and more confident as we navigate the world together. She effortlessly guides me away from obstacles and potential dangers, allowing me to walk at a faster pace with unwavering confidence.

But Vogue is more than just a guide, she is incredibly intelligent and adaptable. Her ability to adjust to different environments has opened a world of possibilities for us. 33

Sebastian Quek



Navigating every obstacle has become seamless, and I can get around without colliding into pillars, crowds, or even cyclists or personal mobility device (PMD) riders. I treasure my independence with Hesta as my eyes.

Lim Lee Lee





Welcoming Momo, a New Guide Dog in Training

We are excited to introduce Momo, a promising new addition to our Guide Dog Programme from Guide Dogs Australia. Momo will undergo six months of formal training under the guidance of our Guide Dog Mobility Instructor before being matched with a client in need of a guide dog. We look forward to seeing Momo grow into a confident and skilled guide dog who will empower someone with vision impairment.

Building a More Inclusive Society

Through educational talks, events, and training workshops, we reached more than 6,200 individuals across Singapore this year. This is twice the number we reached in the previous year. Our outreach efforts span from preschoolers to tertiary-level students, as well as working professionals, helping to increase awareness and foster a more inclusive mindset.

By promoting understanding and empathy, we encourage a shared commitment to creating an inclusive society where people with vision impairment can thrive.







Microgreens Workshop, Growing Skills and Friendships

At Guide Dogs Singapore, we believe in creating meaningful experiences that enrich the lives of our clients. Our recreational workshops provide a space for learning, social interaction, and skill development, fostering both confidence and a sense of community.

In partnership with Hello Flowers, we hosted an inclusive and therapeutic microgreens workshop designed to engage multiple senses through hands-on activities. Participants learnt how to grow and nurture their own microgreens, gaining valuable skills in a fun and interactive setting. At the end of the session, they brought home their trays, ready for future harvesting.

Beyond the joy of learning, these workshops offer clients the opportunity to practise mobility and independent living skills in real-world environments. By stepping outside their homes and engaging in these activities, they build confidence, strengthen their independence, and form meaningful connections with others.









THE IMPACT OF YOUR DONATIONS

THE IMPACT OF YOUR DOLLAR

As a small self-funded charity, we rely on your support to fund essential rehabilitative services for our clients, enhancing their quality of life and enabling them to live independently.



For every S\$1 you donate,







55 CENTS

funds GDS's rehabilitative services for clients, including guide dog training, caregiver support, and professional training for staff to ensure high-quality service delivery

.



40 CENTS

covers daily operations to ensure good governance to establish accountability and transparency within the charity, and advocacy efforts to promote eye health and inclusion for the vision-impaired community

......



2 CENTS

funds innovative projects that improve the quality of life for people with vision loss

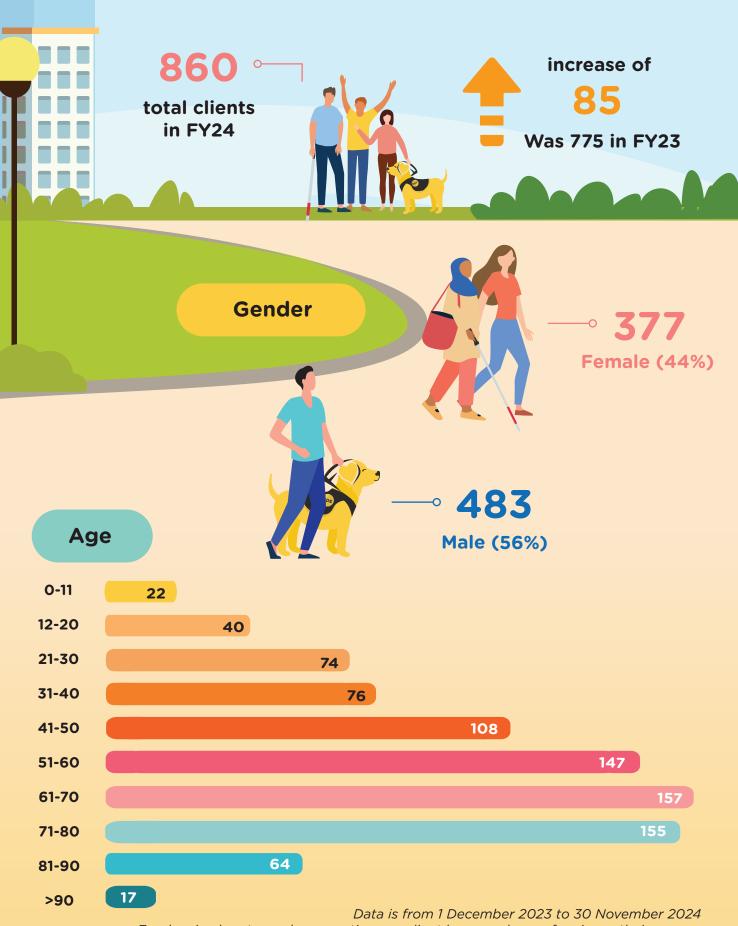


3 CENTS

goes towards raising the next S\$1 to continue our work

.

GDS CLIENTS



Funds raised go towards supporting our client base made up of various ethnic groups

OUR WORK WITH YOUR SUPPORT

As our training programmes gain recognition among hospitals and the visually impaired community, client referrals have increased significantly. Individuals seek our support for Orientation and Mobility training and assistive technology to enhance their daily independence. Beyond direct training, we actively engage in community outreach and education through talks and workshops. These engagements play a vital role in raising awareness, equipping professionals and volunteers with essential skills, and ultimately creating a more inclusive society.



ACTIVITIES CONDUCTED FOR CLIENTS

GDS regularly hosts recreational workshops specifically designed to enrich the lives of our clients with vision impairment by engaging their non-visual senses. These thoughtfully crafted sessions incorporate sensory elements such as sound, touch, and smell to create meaningful and enjoyable experiences. By encouraging clients to explore new environments through these senses, the activities support the development of mobility skills, boost confidence and promote a strong sense of independence.

Additionally, these events create opportunities for clients to forge new friendships with others who share similar interests, building a supportive learning and social community. They also offer volunteers a meaningful way to engage with the blind community and help break down social barriers by facilitating interactions between sighted individuals and those with vision impairment, promoting greater social integration.









Christmas Celebration

During the festive period, students from Nanyang Technological University's Welfare Services Club Regular Service Project Vision of Hope (NTU WSC VH) brought the spirit of Christmas to our clients at Snow City. They filled the day with carolling, crafting beautiful snow globes, and frolicking in the snow. This special event celebrated the season and provided a sensory-rich experience, allowing our visually impaired clients to joyfully engage with the festive atmosphere in a meaningful way.

Touch and Smell Tour at Gardens by the Bay

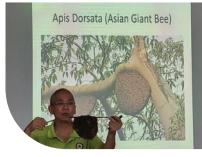
Did you know that standing near a Mexican petunia in the rain allows you to hear the popping sounds of its seed pods? This intriguing fact was one of the highlights for our clients during a nature and sustainability tour at Gardens by the Bay. By exploring the environment through touch and smell, the tour showcased how senses beyond sight can deeply enrich our understanding of the world around us.













Bee Amazed Garden

Organised by students from NTU WSC VH, our clients participated in a bee tour at Singapore University of Social Sciences. They explored the world of local bees and beekeeping and even had the opportunity to sample a variety of delicious honeys, making the day both educational and enjoyable. Whether young or old, these students consistently go above and beyond to create engaging and memorable experiences for our vision impaired clients.





Welcome Tea

Each year, GDS holds its annual Welcome Tea, a cornerstone of our induction process for new clients. This session introduces them to our organisation and offers a platform to connect with existing members. It's a perfect opportunity for new clients to forge friendships and build meaningful connections within a supportive community.

This year, the Welcome Tea coincided with our Guide Dog Graduation Ceremony. This special addition allowed clients interested in acquiring a guide dog to join in celebrating the graduates, enhancing the festive atmosphere and providing further insight into the benefits of our Guide Dog Programme.

Microgreens Workshop

Our clients participated in a therapeutic and educational microgreens workshop organised by Hello Flowers. This workshop was thoughtfully designed to be inclusive, engaging participants in hands-on, multisensory activities.

By the end of the session, the participants had learnt how to prepare and grow their own tray of microgreens. They even got to bring them home for future harvesting.









Winged Adventure

With a lively lineup of bird shows and a guided tour through Mandai Wildlife Reserve's habitats, our clients experienced the world of birds in a unique way. Each moment was brought to life through vibrant sounds and vivid descriptions, allowing our clients to connect closely with the playful penguins, graceful flamingos, and a variety of other feathered friends. The thrilling shows added an extra layer of excitement, creating lasting memories of nature's wonders.

This event was sponsored by My Volunteer Kaki and nEbO, powered by the U Heart Fund.

INSPIRING LIVES WITHOUT SIGHT



CLIENT TESTIMONIALS



Finding Independence Through Assistive Technology

Due to retinitis pigmentosa, I lost my sight and relied heavily on others for even simple tasks like answering calls. After joining GDS's Accessibility & Technology sessions, I learnt to use apps independently, which helped me stay connected with family, friends, and current events. I'm eager to attend more classes, as technology constantly evolves. GDS has greatly improved my daily life, thank you!

Ivy Lee, GDS Client



A painting by Mr Kim Heng was presented by GDS Chairman Dr Wong as a Token of Appreciation to SPS Mr Eric Chua

How I Continued Painting Despite Vision Loss

I've been passionate about painting for over 70 years, but my vision deteriorated rapidly due to surgical complications. Life became challenging until GDS introduced me to Orientation & Mobility training, helping me use a white cane confidently.

Their assistive technology sessions also kept me connected to loved ones. With their support, I adapted new painting methods, such as using magnifiers and larger labels for my paint tubes. **Today, I continue my art with confidence and independence.**

Kim Heng, GDS Client



A Helping Hand from Guide Dogs Singapore

When I reached out to GDS, their care and support amazed me. They visited my home, explained their services, and offered personalised assistive technology sessions. My trainer, Melody, also conducted a detailed home safety assessment, giving tips on using household appliances safely. I'm grateful for their invaluable support in helping me adapt to vision loss and improve my daily life.

Mr Peter, GDS Client

CLIENT TESTIMONIALS



Overcoming Fear and Finding Freedom

Childhood glaucoma took my sight, leaving me completely blind at the age of 17. Losing my independence was devastating. I was trapped at home, consumed by fear. But Orientation & Mobility training with GDS changed my life. Though challenging, it gave me the confidence to navigate independently. I regained my freedom, attended junior college and university on my own, and now travel by myself to work. GDS taught me not just to walk, but how to live without fear.

Ian Luke Chan, GDS Client



Redefining Independence with My Guide Dog Eve

Losing my vision was difficult, and multiple surgeries didn't improve my condition. However, blindness never defined my abilities. With my guide dog Eve, I've gained even greater freedom to navigate life independently. Blindness does not limit potential. Mindset does. Challenges will always exist, but there are always different ways to achieve the same goals. Thanks to GDS, I live life confidently on my terms.

Thomas Chan, GDS Guide Dog User

ENABLING THE VISION IMPAIRED THROUGH TECHNOLOGY

Technology can be empowering, but for individuals with vision impairment (VI), adapting to digital tools—especially later in life—can present significant challenges. With support from the Infocomm Media Development Authority (IMDA) Digital for Life (DfL) Fund and the DBS Foundation, Guide Dogs Singapore (GDS) worked to bridge this gap through targeted assistive technology training.

Empowering Independence Through Digital Skills

A Year in Review: Accessibility & Technology Training by GDS



Our Goal: Expand reach and provide accessible, on-demand learning

One-on-One Training



- 65 clients trained
- 230 one-on-one sessions delivered

Skills:

- 😦 Using smartphones & computers
- Navigating with assistive tech
- Access to academics, employment & digital services (e.g. banking, government e-services)

Group Workshops



80 workshop attendees

Focused on:

- Accessible smart home tech
- Al tools for daily independence
- Accessibility updates in mainstream apps & services

Our Impact



Empowering the vision-impaired community to:

- Navigate the digital world confidently
- Access essential services independently
- Participate fully in modern life

What's Ahead



Podcasts for the VI Community by GDS trainers:

- Al for daily living How artificial intelligence enhances accessibility
- **Tech for independent travel** Tools to navigate Singapore safely
- Digital literacy for life Empowerment through assistive tech at every life stage



The Digital for Life Fund provides funding for digital inclusion projects, empowering organisations like GDS with the resources needed to create meaningful solutions to build a digitally inclusive society for all Singaporeans. The goal is to promote digital well-being and ensure that no one is left behind in the digital age. The VI community at GDS will experience significant benefits through this assistive technology fund as their training fee will be subsidised for up to five sessions, allowing them to delve in-depth into learning assistive technology.

Visit www.digitalforlife.gov.sg to find out more about the Digital for Life movement and how you can play a part.

DBS Foundation, a donor to the Digital for Life Fund, sponsored the 'Enabling the Vision Impaired through Technology' project by GDS.

Supported by





About DBS Foundation

Established in 2014, DBS Foundation is committed to uplifting lives and livelihoods of those in need. It provides essential needs to the underprivileged, and fosters inclusion by equipping the underserved with financial and digital literacy skills. It also nurtures innovative social enterprises that create positive impact. It aims to bring hope to those with less today, so no one is left behind and we can all face the future with confidence.

In 2024, DBS committed up to SGD 1 billion dollars over the next decade to support vulnerable communities. It also pledged to contribute 1.5 million employee volunteer hours over the same period.

Together with an ecosystem of like-minded partners, DBS Foundation seeks to create impact that goes beyond banking, beyond borders, and beyond generations.

For more information, please visit: www.dbs.com/dbsfoundation

MEDIA HIGHLIGHTS

(As of 30 November 2024)



13,982 +1,113 from 2023

FACEBOOK FOLLOWERS



8,713 +507 from 2023

FACEBOOK LIKES



4,707

INSTAGRAM FOLLOWERS



1,507

TIK TOK **FOLLOWERS**

Follow us on our social media pages for the latest updates:



@GuideDogsSingapore



@guidedogs_sg



@guidedogssg

#GDS #GuideDogsSingapore #GuideDogsSG

Thank you to all media publications for their coverage and passionate advocacy in support of our cause. You may read some of these features on our website.



LianHe ZaoBao 21 April 2024



Digital for Life
16 September 2024

Guide Dogs Singapore: Transforming Lives



8World

22 January 2024

视障人士分享导盲犬如何协助乘搭巴士视频

网赞: 涨知识了



MoneyFM89.3

18 July 2024

Saturday Mornings: Guide Dogs Singapore announces their two newest working dogs for Singapore's visually impaired



The Straits Times

14 October 2024

'I get rejected 70% of the time': Visually impaired with guide dogs still face challenges

OUR OVERSEAS PARTNERS



Nippon Lighthouse Guide Dog Training Center

As we continue to strengthen our global partnerships, our collaboration with Nippon Lighthouse (NLH) in Osaka, Japan, remains instrumental in advancing guide dog training and breeding efforts. Since welcoming Eve—our first training dog from NLH in 2021—she has been successfully guiding her visually impaired handler, demonstrating the life-changing impact of these highly trained service dogs.

Building on this success, we established a breeding partnership with NLH in 2023, drawing on their expertise in breeding, whelping, and puppy raising.

As we move into the new year, we look forward to welcoming a second litter from our breeding dog at NLH, which will increase our dog supply to better meet the growing demand from clients. This will allow us to pair more clients on the waitlist, providing them with increased independence and mobility.



OUR OVERSEAS PARTNERS





Vision Australia Seeing Eye Dogs

Guide Dog Mobility Instructor (GDMI) training is a highly specialised field, requiring rigorous education and hands-on experience. Our second GDMI cadet, Ms Tan Shi Lin, is in her second year of training at Seeing Eye Dogs Australia, a division of Vision Australia and a full member of the International Guide Dog Federation (IGDF).

With limited IGDF-accredited schools and trainers worldwide, securing a placement for GDMI training was a significant challenge. We are incredibly grateful to Vision Australia Seeing Eye Dogs for their commitment to nurturing talent and supporting the development of Singapore's Guide Dog Programme.

As we enter the new year, we remain dedicated to training more professionals in this field, ensuring sustainable guide dog support for Singapore's visually impaired community.

Guide Dogs Australia

Our longstanding partnership with Guide Dogs Australia (GDA) has been instrumental to the success of our Guide Dog Programme. Since 2013, GDA has been our trusted dog supplier. While guide dog training and pairing are conducted in Singapore by our Guide Dog Mobility Instructor, the role of GDA in controlled breeding and meticulous puppy-raising is critical in achieving a high success rate.

Over the years, GDA's unwavering support has helped shape Singapore's guide dog accessibility landscape, bringing us closer to a more inclusive society. As we move forward, we remain deeply grateful for their collaboration and the life-changing impact their contributions continue to make in the visually impaired community.

Guide Dogs.



GUIDE DOG ACCESS IN SINGAPORE

We deeply appreciate the growing number of businesses displaying signage that welcome guide dogs. This positive shift reflects increasing awareness of the vital role guide dogs play in the lives of people with blindness. By putting up these signs, businesses demonstrate their commitment to inclusivity and help create a more accessible environment for everyone.



Guide Dogs Singapore provides complimentary 'Guide Dogs Are Welcome' decals for businesses who wish to indicate their inclusive policy. Contact us if you wish to display such a decal or sticker for your business.

Spot Our Donation Boxes at these Guide Dog Friendly Places







Carpenter and Cook

Folks and Stories

Thachang

Visit our website for a list of **Guide Dog Friendly Establishments**. The list is not exhaustive as there are many more businesses that have since welcomed guide dogs.

If you own a business or know someone who does, contact us at admin@guidedogs.org.sg for complimentary decals to indicate your inclusive policy or for staff training.

WELFARE FOR OUR DOGS

Guide dogs are invaluable companions and "eyes" for their visually impaired users. While users are trained to care for their dogs—handling daily brushing, regular showers, toileting, and controlled feeding to maintain a healthy weight—the dogs also enjoy ample play and rest when off-duty.

At GDS, we prioritise the emotional, mental, and physical well-being of our guide dogs to optimise their working life and ensure they are happy and healthy on the job. To further support our clients, we provide a vet fund to assist with co-payments for veterinary expenses, ensuring that each dog remains fit and able to safely guide their handler.

Official Veterinary Partner: The Animal Clinic



With the support of our Official Veterinary Partner, The Animal Clinic (TAC), our dogs receive biannual veterinary check-ups (more frequently for senior dogs), annual vaccinations and preventive treatment.

For every GDS working guide dog, TAC provides a comprehensive health screening every 6 months that includes a physical examination, wellness blood tests, and supplies each dog with monthly preventives against heartworms, ticks, fleas, and intestinal worms.

The Pets Workshop



The Pets Workshop provided complimentary grooming sessions for our well-deserved dogs in training and guide dogs, helping our users maintain the well-being of their devoted guides.

Official Joint Supplement Partner: Vetz Petz® Antinol®



Vetz Petz® Antinol® is proud to be our Official Joint Supplement Partner. Antinol is a 100% all natural anti-inflammatory supplement to support joint health in dogs and cats. Vetz Petz has partnered with us to provide Antinol to all our working and training guide dogs.

Guide dogs lead a more active lifestyle than most dogs. Our guide dogs take Antinol as a preventive, to support their joint health, skin/coat and mental health. Antinol enables our guide dogs to maintain their active lifestyle, allowing them to guide more effectively and provide their VI users with the independence they strive for.



APPRECIATING OUR GRANTMAKERS, DONORS, **PARTNERS & VOLUNTEERS**

GDS operates with limited resources and is extremely grateful to the following grantmakers and donors for their contribution. Their generosity helped us advance our mission, and touched the lives of people with vision loss and their families.

The following grantmakers, corporate and individual donors have supported GDS with S\$5,000 and above from the period 1 December 2023 to 30 November 2024. While we have taken care to ensure the accuracy of the list, we seek your kind understanding for any inadvertent omission on our part. We would also like to thank all our donors, not mentioned here, for their kind contribution.







Ang Beng Hoh

Boehringer Ingelheim

Chow Joo Ming

Chua Ying Ying

Chew Yue Ting

Lim Cheow Pong

Loo Geok Heng

Mavis Khoo Bee Geok

Ng Hui Hui

Ng Hui Ling

Ng Siok Giok

Ngo Hwee Ngah

Pet Wellness Products Pte Ltd

Tan Chin Tuan Foundation

Teh Li Hua Lillyn

The Ngee Ann Kongsi

Tiong Shu

UK Online Giving Foundation

Vetsurge Pte Ltd

We would like to thank the following pro bono Partners who provided their time and expertise to GDS.

Official Veterinary Partner

Legal Counsel





OUR SUPPORTERS

As a small charity, we rely on the generosity and collective efforts of the community to sustain our fundraising and advocacy initiatives. Every contribution—whether through donations, volunteerism, or raising awareness—plays a vital role in empowering individuals with vision impairment to lead more independent and fulfilling lives. Over the past year, we have been deeply moved by the dedication of our volunteers, donors, and advocates who have come forward to champion our cause, helping us extend our reach and deepen our impact.











OUR SUPPORTERS











Their unwavering support has enabled us to continue providing essential services, training programmes, and resources to those who need them most. From individuals who have devoted their time to hands-on assistance to passionate advocates who have shared our mission within their networks, their contributions have strengthened our ability to build a more inclusive and guide dog-friendly society. As we step into the new year, we look forward to fostering even stronger partnerships and community-driven initiatives, ensuring that our work remains sustainable and impactful for years to come.

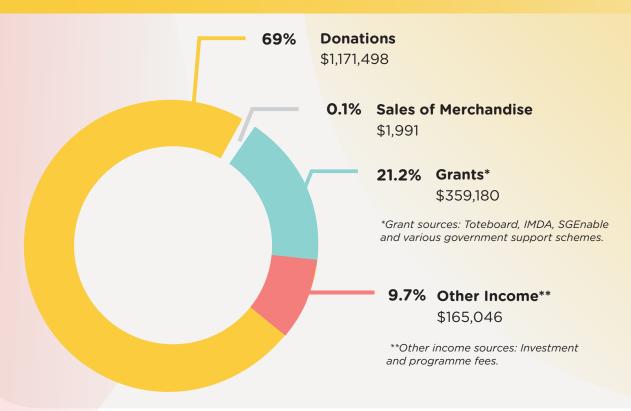
You may read some of their testimonials on our website.

HOW FUNDS WERE USED

Period: 1 December 2023 to 30 November 2024

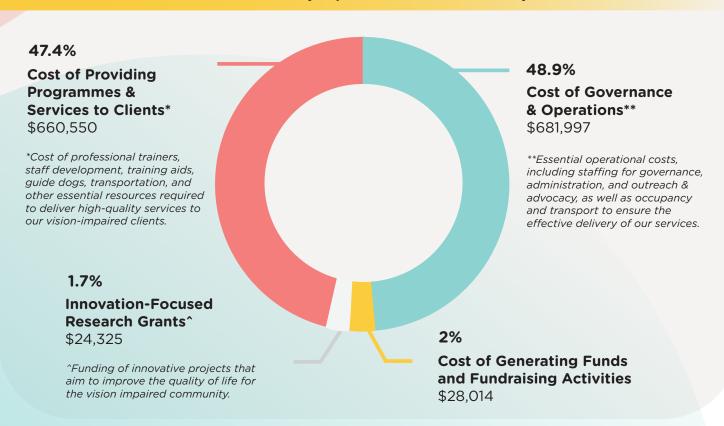
Sources of Income

Total Income: \$1,697,715



How Funds Were Used Total Funds Used: \$1,394,886

GDS did not incur any major transactions in the financial year.

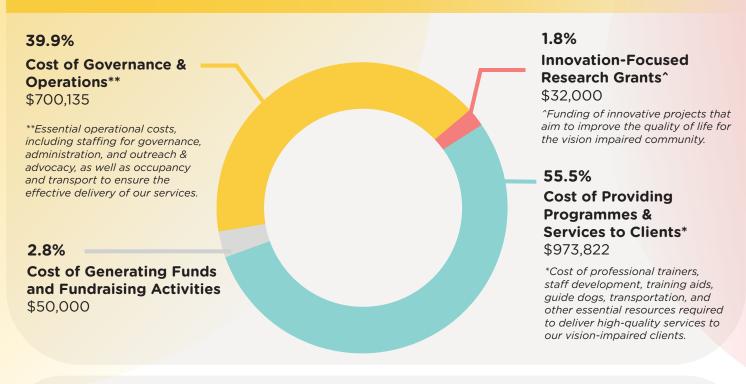


PROJECTED EXPENDITURE FOR FY2025

Period: 1 December 2024 to 30 November 2025

Fundraising and Expenditure **Set Aside for Fiscal Year 2025**

Total Projected Operating Budget: \$1,755,957



FUTURE PLANS AND COMMITMENTS

In FY25, the cost of delivering our programmes and services to clients is expected to increase significantly. This rise is driven by the expansion of services for our clients, and the upward adjustment of salaries, which are in alignment with NCSS salary guidelines. With the hiring of social workers, we are now able to offer a more holistic vision rehabilitation programme that includes psychosocial support and the administering of Assistive Technology Fund (ATF) grant, alongside the current independent skills training. The role of GDS social workers extends beyond assisting our clients and will include support for caregivers. The social workers will be conducting needs and employment surveys in FY25 and use the data to design programmes that address psychological, familial and employment challenges related to their vision loss, leading to a more successful rehabilitative outcome.

Given the specialised nature of our services for individuals with vision impairment, we will be investing in enhancing our capability and capacity to meet the growing demand for vision rehabilitation and guide dog programmes. We should expect our second Guide Dog Mobility Instructor (GDMI) to return from her overseas training at Seeing Eye Dogs, Vision Australia. With two GDMIs, we can increase our training capacity of guide dogs, provide better aftercare for the increased number of guide dog teams, and enable life-changing experiences to more clients who wish to use guide dogs. Furthermore, we have allocated a portion of our budget to support innovative projects that hold great potential in improving the quality of life for the vision-impaired community we serve.

FUNDRAISING PLAN

To support these initiatives, GDS will launch three key fundraising campaigns on online platforms, host community engagement activities, and organise a Flag Day event—empowering more individuals with vision impairment to lead independent lives.

GDS Takes Positive Steps Towards Achieving Better Environmental, Social and Governance (ESG) Standards Compliance

As a social service agency that advocates for equal rights and inclusive participation on behalf of the vision impaired community in Singapore, we see our move towards being an ESG-focused organisation a natural progression that aligns with the nature of our work.

Refer to our website to find out more about the steps we have taken to incorporate ESG standards compliance into our operations and culture.



GOVERNANCE

GDS Board

The Board's role and responsibilities are to:

- Provide leadership and diverse expertise to support the strategic pillars of the organisation programmes and services to clients with vision impairment, community partnership and governance
- Monitor the progress of the organisation's direct charitable services
- Review and approve the yearly budgets to ensure funds are prudently used

Three Board members - Dr Wong Hon Tym, Ms Shirley Patricia Sutton (Lee), and Dr Tan Hwei Lan, have served on the Board for more than ten years. They are dedicated members valued for their contributions and institutional memory that help with the organisation's continuity planning.

Our Chairman, Dr Wong Hon Tym served as a Director from July 2013 to January 2017 and was appointed as a Chairman since January 2017. As an Ophthalmologist at Tan Tock Seng Hospital and a Clinical Director at the Centre for Healthcare Innovation, he continuously brings in valuable knowledge and expertise to augment our programmes and services to meet the needs of the vision impaired community.

In line with the company's Memorandum and Articles of Association, one-third of the directors would retire from office and get re-appointed. Directors who are to retire every alternate year shall be those who have served the longest in the office since their last election.

These are the directors who were re-elected unanimously by the Board during the FY2024 Annual General Meeting.

- 1. Ms. Patricia Shirley Sutton (Lee)
- 2. Dr. Tan Hwei Lan
- 3. Mr. Shum John Dominic Tze-Juen

After nearly a decade of dedicated service, Dr. Lennie Lee has retired from his role as GDS Director and Veterinary Advisor. Since joining the board in December 2015, Dr. Lee has played a pivotal role in ensuring the health and well-being of our guide dogs through The Animal Clinic, our official veterinary partner. We are pleased to welcome his successor, Dr. Jeremy Lee, a veterinarian at The Animal Clinic and Singapore's representative for the Asian Society of Veterinary Dermatology. With his expertise, we look forward to continuing our commitment to the highest standards of care for our guide dogs.

The Board endeavours to identify potential candidates to ensure succession planning for Board members wherever possible.

GOVERNANCE

Board Meeting Attendance

From 1 December 2023 to 30 November 2024, six board meetings were held and this was the attendance of our Board members.

Date of Board Meeting	30 Jan	26 Mar	15 May	30 Jul	24 Sep	19 Nov
Dr Wong Hon Tym	\checkmark	\sim	\checkmark	\checkmark	\checkmark	
Ms Shirley Patricia Sutton	\checkmark	\checkmark	$\overline{}$		\checkmark	
Mr Shum John Dominic Tze-Juen	\checkmark		$\overline{}$	\checkmark	\checkmark	
Ms Tan Hwei Lan	\checkmark	\checkmark	\checkmark	\checkmark	/	
Ms Trina Tan Li Lian	\checkmark		$\overline{}$	\checkmark	\checkmark	
Mr Whittall Matthew St Clair	\checkmark	\sim	$\overline{}$	\checkmark	\checkmark	
Mr Poh Ken Leong, Isaac			\checkmark	\checkmark		
Mr Lee Yang Jeremy	Only appointed on 15 May 2024		\checkmark	\checkmark	\checkmark	

Board Self-Evaluation

The Board conducts an evaluation once every three years.

Remuneration

Number of staff in remuneration band of \$100,000 to \$200,000 in FY2024: 1

GDS Board members do not receive remuneration for their Board services. There are no paid staff serving as Board members, or are close family members of the Board members or the Head of agency, and whose remuneration exceeded \$50,000 during the financial year.

GOVERNANCE

Reserves Policy

GDS maintains a reserves policy to ensure our financial sustainability, continuity of services and operational stability in the event of unforeseen circumstances. Our current reserves position is 3.70 years. We will be using the funds to expand our services to our clients, and increase our advocacy and outreach efforts.

	2024 (\$)	2023(\$)
(A) General/Unrestricted Funds (Reserves)	5,160,592	4,857,763
(B) Annual Operating Expenditure	1,394,886	1,284,258
Ratio of Reserves	3.70 : 1	3.78 : 1

Conflict of Interest Policy

All Board members and staff are required to comply with GDS'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 interest 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

GDS is committed to conducting its operations in compliance with applicable accounting requirements, financial reporting requirements, internal controls, corporate governance (including, without limitation, the code of governance for charities and institutions of a public character applicable to GDS) and any legislations and regulations relating thereto. Our whistle blowing policy aims to provide an avenue for any employee or stakeholder (such as any volunteer, supplier, service user, client and any other party with a business relationship with GDS) to raise concerns about actual, suspected or anticipated wrongdoings or improprieties in matters or concerns within GDS.

Code of Governance Evaluation Checklist for the Year Ended 30 November 2024

S/No	Code Guideline	Code ID	Response (select whichever is applicable)	Explanation (if Code guideline is not complied with)		
Board Governance						
1	Induction and orientation are provided to incoming Board members on joining the Board.	1.1.2	Complied			
	Are there Board members holding staff* appointments?		No			
2	Staff* does not chair the Board and does not comprise more than one-third of the Board.	1.1.3	Not Applicable			
3	There are written job descriptions for their executive functions and operational duties which are distinct from their Board roles.	1.1.5	Not Applicable			
4	There is a maximum limit of four consecutive years for the Treasurer position (or equivalent, e.g Finance Committee Chairman or person on Board responsible for overseeing the finances of the charity). Should the charity not have an appointed Board member, it will be taken that the Chairman oversees the finances.	1.1.7	Complied			
5	All Board members submit themselves for re-nomination and re-appointment, at least once every three years.	1.1.8	Complied			
6	The Board conducts self evaluation to assess its performance and effectiveness once during its term or every 3 years, whichever is shorter.	1.1.12	Complied			
	Are there Board member(s) who have served for more than 10 consecutive years?		Yes			
7	The charity discloses in its annual report the reasons for retaining Board member(s) who has served for more than 10 consecutive years.	1.1.13	Complied			
8	There are documented terms of reference for the Board and each of its Board committees.	1.2.1	Complied			
Conflict of Interest						
9	There are documented procedures for Board members and staff to declare actual or potential conflicts of interest to the Board.	2.1	Complied			
10	Board members do not vote or participate in decision-making on matters where they have a conflict of interest.	2.4	Complied			

S/No	Code Guideline	Code ID	Response (select whichever is applicable)	Explanation (if Code guideline is not complied with)		
Strategic Planning						
11	The Board periodically reviews and approves the strategic plan for the charity to ensure that the activities are in line with its objectives.	3.2.2	Complied			
	Human Resource and Volunteer* Management					
12	The Board approves documented human resource policies for staff.	5.1	Complied			
13	There is a documented Code of Conduct for Board members, staff* and volunteers* (where applicable) which is approved by the Board.	5.3	Complied			
14	There are processes for regular supervision, appraisal and professional development of staff*.	5.5	Complied			
	Are there volunteers* serving in the charity?		Yes			
15	There are volunteers* management policies in place for volunteers*.	5.7	Complied			
	Financial Management and Internal Controls					
16	There is a documented policy to seek Board's approval for any loans, donations, grants or financial assistance provided by the charity which are not part of its core charitable programmes.	6.1.1	Complied			
17	The Board ensures internal controls for financial matters in key areas are in place with documented procedures.	6.1.2	Complied			
18	The Board ensures reviews on the charity's internal controls, processes, key programmes and events are regularly conducted.	6.1.3	Complied			
19	The Board ensures that there is a process to identify, regularly monitor and review the charity's key risks.	6.1.4	Complied			
20	The Board approves an annual budget for the charity's plans and regularly monitors its expenditure.	6.2.1	Complied			
	Does the charity invest its reserves, including fixed deposits?		Yes			
21	The charity has a documented investment policy approved by the Board.	6.4.3	Complied			

S/No	Code Guideline	Code ID	Response	Explanation		
			(select whichever is applicable)	(if Code guideline is not complied with)		
Fundraising Practices						
	Did the charity receive cash donations (solicited or unsolicited) during the year?		Yes			
22	All collections received (solicited or unsolicited) are properly accounted for and promptly deposited by the charity.	7.2.2	Complied			
	Did the charity receive donations-in-kind during the year?		No			
23	All donations-in-kind received are properly recorded and accounted for by the charity.	7.2.3	Not Applicable			
	Disclosure and	Transparen	су			
24	The charity discloses in its annual report: i. Number of Board meetings in the year; and ii. Individual Board member's attendance.	8.2	Complied			
	Are Board members remunerated for their Board services?		No			
25	No Board member is involved in setting his or her own remuneration.	2.2	Not Applicable			
26	The charity discloses the exact remuneration and benefits received by each Board member in its annual report. OR The charity discloses that no Board members are remunerated.	8.3	Complied			
	Does the charity employ paid staff?		Yes			
27	No staff is involved in setting his or her own remuneration.	2.2	Complied			
28	The charity discloses in its annual report: i) The total annual remuneration (including any remuneration received in its subsidiaries), for each its three highest paid staff*, who each receives remuneration exceeding \$100,000, in bands of \$100,000; and ii) If any of the 3 highest paid staff* also serves on the Board of the charity. The information relating to the remuneration of the staff must be presented in bands of \$100,000. OR The charity discloses that none of its staff* receives more than \$100,000 in annual remuneration each.	8.4	Complied			
29	The charity discloses the number of paid staff* who are close members of the family* of the Executive Head or Board Members, who each receives remuneration exceeding \$50,000 during the year, in bands of \$100,000. OR The charity discloses that there is no paid staff* who are close members of the family* of the Executive Head or Board Member, who receives more than \$50,000 during the year.	8.5	Complied			

S/No	Code Guideline	Code ID	Response (select whichever is applicable)	Explanation (if Code guideline is not complied with)	
Public Image					
30	The charity has a documented communication policy on the release of information about the charity and its activities across all media platforms.	9.2	Complied		

Notes:

- * Staff: Paid or unpaid individual who is involved in the day-to-day operations of the charity, e.g. an Executive Director or administrative personnel.
- * Volunteer: A person who willingly serves the charity, without expectation of any remuneration.
- * Close member of the family: A family member belonging to the Executive Head or a governing board member of a charity —
- (a) who may be expected to influence the Executive Head's or governing board member's (as the case may be) dealings with the charity;
- (b) or who may be influenced by the Executive Head or governing board member (as the case may be) in the family member's dealings with the charity.

A close member of the family may include the following:

- (a) the child or spouse of the Executive Head or governing board member;
- (b) the stepchild of the Executive Head or governing board member;
- (c) the dependant of the Executive Head or governing board member.
- (d) the dependant of the Executive Head's or governing board member's spouse.
- * Executive Head: The most senior staff member in charge of the charity's staff.

HOW YOU CAN HELP

Guide Dogs Singapore Ltd (GDS) is self-funded and depends largely on the generosity of individuals and companies to fund our programmes and services for our clients, ultimately enhancing their quality of life. We will be most grateful if you could support us through these ways:



Fundraise

Organise fundraising events in support of GDS. make a personal donation, and/or encourage your employees to donate by matching their donations.



Volunteer

skills through volunteering to make a real difference in building an inclusive society for the vision impaired community.



Advocate

Help raise awareness about the guide dogs in Singapore.

- Invite us to give a talk or conduct training at your
- 😦 Display our "Guide Dogs Are Welcome" decals and your business premises



Shop Our Merchandise

Buy our exclusive GDS merchandise. All sales proceeds go towards funding programmes to help our vision impaired clients regain their independence.



Contribute your time or



Be an Inclusive Business

Make information accessible to people with vision impairment. We offer digital accessibility consultancy and user experience impairment, enabling them testing, focusing on making content accessible for people with vision impairment. Contact us to learn more.



Offer Employment

Provide meaningful employment opportunities to job seekers with vision to be financially independent and self-sufficient.



Adopt our charity as your Corporate Social Responsibility partner, and witness first-hand the difference you make to the lives of our clients and their caregivers.

For more information and resources on supporting the VI community, please visit:

WAYS TO DONATE

All direct donations to GDS of minimum S\$20 are eligible for a 250% tax exemption.

Online

Making a difference has never been easier.

Donate online with just a few clicks via
these secure portals.

giving.sg/gds

guidedogs.give.asia

PayNow

Key in GDS's Unique Entity Number (UEN): **200302260G**

Under Comments/Reference No., enter your name and NRIC/UEN/FIN if you would like to receive tax deduction.

SGQR Code

Scan and donate with any of these payment apps.



Cheque

Crossed and payable to: **Guide Dogs Singapore Ltd**

Mail to 20 Sin Ming Lane, Midview City, 02-53, S573968

Provide the following details if you would like to receive tax deduction:

- Name
- NRIC/FIN/UEN
- Contact Number
- Email Address/Mailing Address

Planned Giving

Making a Will is an important part of planning for the future and providing for your loved ones. Increasingly, people are nominating charitable causes as a beneficiary to make a positive impact beyond one's lifetime.

Contact us if you would like to know more about Planned Giving.

Gifts in Memory

A gift in memory is a special way to pay tribute to a loved one. Your generous gift will support our rehabilitation programmes to help our clients gain independent living and mobility skills, and the provision of guide dogs to enhance their quality of life.

Contact us if you would like to know more about Gifts in Memory.



CONTACT US

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- **f** Guide Dogs Singapore Ltd
- @guidedogs_sg
- Guide Dogs Singapore Ltd
- in Guide Dogs Singapore Ltd
- @guidedogssg

If you know someone who can benefit from our programmes and services, please reach out to us.

Scan QR code to follow us on Facebook and Instagram



@GuideDogsSingapore



@guidedogs_sg



@guidedogssg