



Tong En
National Women's Handball Team

RISE ABOVE

ANNUAL REPORT 2021/2022

ACKNOWLEDGEMENT

We would like to express our deepest appreciation to all those who provided us the possibility and assistance to complete this report. A special thanks goes to the Handball Singapore Board, who helped us to assemble the parts and gave valuable suggestions.

Last but not least, many thanks go to the photo owners for letting us utilise their intellectual property to make this annual report more visual and hopefully, more interesting for our readers.

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OVERVIEW OF THE ASSOCIATION

Handball Federation Singapore (HFS) was set up in 2008 in preparation for 2010 Youth Olympics held in Singapore. HFS started grouping handball talents after a 20 years of handball drought in Singapore (Handball was introduced as a curriculum in National Institute of Education in the 1980s)

Unique Entity Number (UEN): T08ss0100f

Registered Address: Hougang Ave 4, Singapore 538832

Auditor: Brandon Soh & Associates PAC

Banker: Oversea-Chinese Banking Corporation



SPONSORS, PARTNER & DONORS

Handball Singapore would like to express our gratitude to the follow sponsors and partner for their support and contribution



Equipment Sponsor



Apparel Partner



Strength & Conditioning
Partner



SP-NWG TERENE, SP-NWG IMMANUEL, SP-NWG DC FINANCIAL, SP-NWG YU YANG
are Authorised Representatives of AIA Singapore (Reg. No. 201108388R)

Insurance Partner



Travel Partner



Sports Care Partner

SPONSORS, PARTNER & DONORS



Medical Partner



Medical Partner



Medical Partner



Medical Partner

Corporate Donors:



Heng Motor Enterprise



**Advisory Titans
part of
Advisors Clique Group**

Teo Kee Chong
Nation Men's Handball Team
Captain



PRESIDENT'S MESSAGE



Passion: a strong liking or desire. We are often asked why do we engage in a certain sport, hobby or interest. And more often that we will not have a definitive answer, but one thing for sure is the passion that drives the desire to participate. I am delighted with the response of the community constantly looking out for opportunities to play in the game once we received news on the uplift of COVID restrictions.

The past two years had been a challenge to every sporting persons across the globe while lockdowns and restrictions were in place. We had to innovate and adjust to activities that continue to allow us to remain active. There was much worries that after the restrictions gets lifted, a large crowd of the community may have lost interest in handball. Lucky for us, the passion was going strong.

In this year, it was a catch up to lost time that we wish to achieve, but as much as we wish to dive right into the games, there were underlying challenges right from the foundation. Having no games, no events or seminars conducted all these while, there were gaps that need to be filled.

Taking things on the positive end, this is like hitting a factory reset button that allows for old processes to be reviewed and new regulations to formulated. We look forward for the new development in all areas from coaching, referees and even newer generations of participants to contribute to this passionate community that finally get to play once again.

I thank SportSG and SNOC for their relentless support during this difficult times and the opportunity granted to represent Singapore for the SEA Games, while the dropout of other nations resulted in a reduction in the number of teams and also the winner placing, we tried and we played hard despite the miss of podium chances. We strive to review and reflect in order to persevere on this expedition to reach the mountain top of success.

Mr Hong Zhen You
President

BOARD OF DIRECTOR



Mr Hong Zhen You
President



**Mr Kristian Thorbjornsen
Weng Keong**
Vice President



Mr Adrian Low
Vice President
(High Performance)



Mr Tommy Toh Wei Xiong
Vice President
(Coaching, Development and
Outreach)



Mr Jason Lee Kee Siong
Marketing Executive



Mr Ervin Sethi
Athlete Development



Mr Daryl Ng
General Secretary



Mr Arul Mogan
Honorary Treasurer

Darius Tan Zhi Jie
Nation Men's Handball Team



SECRETARY / COACHING TEAM



Mr. Low Lim Hsun
Secretary
Beach Handball
(Men's & Women's Team)
Head Coach



Mr Jack Ko
Indoor Handball
(Men's & Women's Team)
Head Coach



Ms Teo Li Mian Sharon
Sports Psychotherapist



Dr Lim Chin Tat
Medical Director



Mr Quah Heng Wee
Sports Physiologist



Ms Karen Koh
Sports Physiologist



Mr Lim Yao Xiang
Sports Trainer

Ng Su Xian
Nation Women's Handball Team
Captain



ROLE OF BOARD

Role of the Board The Board's role is to provide strategic direction and oversight of the Association's programmes and objectives and to steer the association towards fulfilling its vision and mission through good governance. As part of its role, the following matters require the Board's approval:

- Approve budget for the financial year and monitor expenditure against budget;
- Review monthly financial statements;
- Regularly monitor the progress of the Association's programmes; and
- Major decisions regarding operational matters of the Association

Term Limit of the Board of Directors

To enable succession planning and steady renewal in the spirit of sustainability of the Association, the Association amended its constitution in 2020 to limit the maximum terms of each Board Member to three terms. The Treasurer has a one term limit

VP MESSAGES (HIGH PERFORMANCE)

The past two years were eventful, where the pandemic has created chaos and uncertainty. With the support of the fraternity and team, we have seen our first Major Games outing after a long hiatus. Ex-Nationals brimming with pride commented that it was unimaginable that the National Men had tied Thailand for the first time in history. Indeed, we have come a long way. Borrowing a phrase from a great basketballer, "One Man can be a crucial ingredient on a team, but one man cannot make a team."

Therefore, thank you to all who paved the past for the future.

For the organisations and individuals to give special thanks to, do consult Justin as he is in charge of collabs

Special thanks to the Medical team: Ms Karen, Dr Lim, Dr Tay, Ms Sharon and our Sports tape and Cold spray sponsor Starbalm.



Mr Adrian Low
Vice President (High Performance)



VP MESSAGES (COACHING DEVELOPMENT)

After 2 and a half long year, we finally have handball competition, PESTA Sukan and many more exciting handball related activities coming up. We hope to arouse interest in youths. Thanks to Our Tampines Hub support, we were able to start and conduct many Learn To Play Handball for our future handballers ranging from 7 years old to 16 years old. Also, we managed to start a Goalkeeper Workshop for inspiring goalkeeper around Singapore to come together to learn from the Singapore National Team Head Coach who is a goalkeeper himself back in Hong Kong. So, we are having more avenue than before Covid 19 hit us!

Beside introducing the sport to the youth, HFS also made plans to grow the sport with those with us over the years. We are reintroducing the referee course to the handball family in September to help support our upcoming competitions such as NHL and SHOT. We also enhanced the referee course assessment with inaugural Solidarity Cup to have the competitiveness. To get more people to share the love of handball to the next generation, HFS also planned to have integrated coaching course where participants can learn about handball and go through SG-Coach Level 1 (Theory) in just one sitting.

Let us look forward to the handball plans in 2023! Stronger Together, Majulah!



Mr Tommy Toh Wei Xiong
Vice President
(Coaching, Development and Outreach)



Marketing Executive's Message



This growth in the community has been really encouraging as we gear up as a Federation to continue organizing these events to the best of our abilities.

We have also been really fortunate in securing sponsorships with Molten, The Sporting Edge, GritYard, The Sports Traveller, Get Moving, BodyFeat, StarMed, The Orthopaedic Practice, Starbalm and Noble Wealth Group. Their continued involvement in the community and our national athletes are absolutely critical to the development and I would like to extend my most sincere gratitude.

As we win down and enter the new year, it is evident we are on the right track in terms of developing and growing the community as well as standards across the game in coaching, refereeing as well as high performance. We are committed in journeying down on this path as we emerge stronger and more resilient from the pandemic.

Handball is back! 2022 has been an eventful year for the handball community with the relaxation of social distancing measures and continuation of team sports activities. We've missed seeing everyone on the courts and are incredibly excited for the resumption of community participation.

In 2022, we saw the participation of our court and beach teams at the SEA games with credible showings all round. We've seen the gap closed down between regional powerhouses and our teams which is an encouraging sign of growth. We have added much need capabilities in sports science, medicine as well as high performance supporting the growth of our national athletes and will continue to do so.

The resumption of community sports activities also saw the recently concluded Pesta Sukan that registered record number of participants and the emergence of new teams.

Mr Jason Lee Kee Siong
Marketing Executive

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THE YEAR AHEAD

Pillar 1	Corporate Governance
Strategy 1	Governance & Business Capability
Strategy 2	Gain Mindshare of Handball
Pillar 2	Value-add as the sport Governing Body
Strategy 3	Qualify Technical Competency
Strategy 4	Orchestrate Nation Calendar
Strategy 5	Orchestrate Pathway & Pipeline for Players
Strategy 6	Raise & Sustain National Team
Pillar 3	Build Ecosystem
Strategy 7	Partner Industry Player to build ecosystem

We laid out our direction and strategies for the next 3 years (from 2021) and articulated them under 3 pillars and 7 strategies. The 3 pillars represent the area of work that the Association is directly responsible for as the sport governing body. They are corporate governance, value adding to the sport and the continuous effort to build the ecosystem. Under each pillar, key strategies are mapped out for the next 3 years in order to achieve our vision.

Under corporate governance, we continue to strive to achieve sustainability, efficiency and effectiveness in the day-to-day running of the Association; and to create a more vibrant handball scene in Singapore via more engagement with the local fraternity, as well as more opportunities and stronger ties with the counterparts in the Southeast Asia region.

As the sport governing body, Handball Singapore will take a more proactive role in developing and raising the standards of local coaches and officials, create a synchronised and vibrant events calendar with more opportunities to play and learn, and to sustain a healthy pool and stream of players in the pipeline. One of the new strategies is to create a sustainable pipeline in Singapore to increase the talent pool that can be identified for the National Teams.

Another new initiative is to partner private academies and ActiveSG to build our ecosystem. Industry players are deemed as valuable partners of the Association and multipliers for pipeline and ecosystem development of the sport.

See Tow Ting Hao, Bryan
Nation Men's Handball Team



MEDICAL DIRECTOR'S MESSAGE



It has been a privileged to be part of the team to set up the inaugural medical committee for the Handball Federation of Singapore. We have worked with the national team for almost 6 months. We set up the medical committee with a team of dedicated and experienced physiotherapists just before the 31st SEA Games Hanoi 2022. In our very first task, we identified nutritional concerns, conditioning issues and tried to optimize the players as much and as fast as possible to get ready for the Game. The coaching HFS committee, coaching team and players were supportive and receptive of our participation. We were very appreciative of the support and look forward to a long and fruitful journey.

Competitive sports nationwide and internationally have escalated to a new height. No longer are athletes just eating 'well' and 'training hard' for competitions. Competitions have reached such intense levels that conventional approaches are insufficient to win medals. Sports science, sports nutrition, sports physiology and sports psychology are crucial elements needed to optimize athletes performance for them to achieve peak performances at the right time.

The medical committee has recently initiated a high-performance review and approach to improve the performance of the athletes. We are confident that we will see improved results in the near future.

Over the past 6 months, our medical committee has grown rapidly. We now have a core of physiotherapists, strengthening conditioning coaches, sports massage therapists, an additional upper shoulder and elbow surgeon to support the national handball players! The team will provide comprehensive and speedy treatment and therapy to get players back to action. We have implemented a workflow to reduce turnaround time to get players back to court again. All these would not have been possible without the open communication between players, coaches and then medical committee.

It has been a tough 2 years living with covid amidst the Covid-19 pandemic. Owing to restrictions in training and exposure to competitions, competitive athletes have had a challenging 2.5 years. Without high level international games to participate, many players lose their competitive edge despite rigorous training. We are seeing an increasing relaxation of Covid measures, we are seeing more competition resuming and we will see the true potential of our dedicated athletes in the very near future! The medical committee is excited and stand together, ready to support the Handball Federation of Singapore in their pursue of perfection!

Dr Lim Chin Tat
Medical Director



MEDICAL TEAM - PHYSIO

KAREN'S MESSAGE



The journey of forming the medical committee is a needs basis. It started when Starbalm (represented by Joel) approached Justin for a collaboration for products. Justin was also keen as the National Men's team were flying to Saudi for Asian Championship in January 2022.

Joel approached me (Subject Matter Expert for Starbalm), to have a session to educate the team on taping and the use of the product. During the teaching session, we realized that men's team carried quite a bit of injury and would require an unfathomable amount of tape.

After discussion with Justin, a formal medical team was set up for Handball Singapore. Our aim was the coming SEA Games in May for both the mens and women team. February was the formalising of the medical team in action. I had a team of trainers to come every training session for both the mens and women teams.

The main purpose of the team is to manage the injuries on the grounds with the supervision of the Physiotherapist. The Sports trainers led by Nithiya R and Jarryl Kiu were deployed to training sessions to support the players with taping techniques and daily injury management analysis from each training for each player

A team of Physiotherapist is also formed. Karen leading the female team with Alison Tan and Regina while Wee Heng and, Luo Zi Yang for the Mens. Dr Lim Chin Tat has also agreed to be the Medical Director for Handball Singapore to assist and oversee all the players. Dr Lim and Karen led a monthly multidisciplinary team of captains, coaches, trainers, and Dr Lim to discuss the medical needs and performance of each SEA Game player

- 1) Weekly massages/physio sessions were also offered by Get Moving to players since March 2022, Items such as theraguns, dynamic tapes, massage beds were all purchased for the sole purpose of supporting the team in April.
- 2) After SEA Games, the medical committee and the board had many rounds of discussion to redevelop the team with clear outcomes based player selection protocols. The periodization cycle is also further enhanced with both the medical, sports science, coaches and the board overseeing the current and development teams.
- 3) These includes protocols set in place such as pre-assessment screenings, daily analysis of player's parameters and integrated management by ortho/psychologists/physios (Jul 2022)

Ho Min Pei
Nation Women's Handball Team



YEAR IN REVIEW



SETTING UP MEDICAL COMMITTEE



MEDICAL COMMITTEE

Medical Director: Dr Lim Chin Tat

Sports Physiologist: Ms Karen Koh

Sports Physiologist: Mr Quah Wee Heng

Sports Psychotherapist: Teo Li Mian Sharon

Sports Trainer: Mr Lim Yao Xiang



INJURY PREVENTION TALK - STARBALM



WOMEN'S HANDBALL ASIAN CHAMPIONSHIP 2022 - Jordan, Amman





Sharlene Chan
National Women's Handball Team

Tong En
National Women's Handball Team





MEN'S HANDBALL ASIAN CHAMPIONSHIP 2022 - Saudi Arabia, Dammam





Ryan Toh
National Men's Handball Team

Justin Nadar
National Men's Handball Team



Timothy Justin Bala
Darius Tan Zhi Jie
National Men's Handball Team



Training Camp 2021





Jordan Tan Hou Jun
National Men's Handball Team

AFFILIATION

Handball Federation Singapore (HFS) would like to express our gratitude to the following organisations for their support.



ORDINARY MEMBERS



ITC College East
Men's Team



Ngee Ann Polytechnic
Men's & Women's Team



Singapore Polytechnic
Men's & Women's Team



Republic Polytechnic
Men's & Women's Team



Nanyang Technological University
Men's & Women's Team



National University of Singapore
Men's & Women's Team



Singapore Management University
Men's & Women's Team



Singapore Institutional of Management
Men's & Women's Team



Breakers Handball Club
Women's Team



Singapore Institutional Of Technology
Men's & Women's Team



ASSOCIATE MEMBERS



DREAMERS
Men's Team



HANTU
Men's Team



OWLS
Men's Team



A-Team
Men's Team



SHARK
Men's Team



SPARTANS
Men's Team



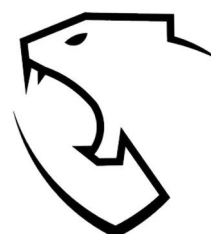
NIMBUS
Men's Team



WILLOWS
Men's Team



BROTHER BEARS
Men's Team



PANTERS
Men's Team

ASSOCIATE MEMBERS



SIMRA
Men's Team



RH HANDBALL
Men's Team



KRHAP
Men's Team



AHRC
Men's Team



NYON
Men's Team



POWER RANGER
Men's Team



ROC
Women's Team



STUNNER
Women's Team



NEXUS
Women's Team

FINANCIAL HIGHLIGHTS

HANDBALL FEDERATION (SINGAPORE)
STATEMENT OF FINANCIAL POSITION
As at 31 March 2022

	Note	2022 \$	2021 \$
ASSETS			
Non-current assets			
Plant and equipment	4	121	177
Current assets			
Other receivables	5	737	75,402
Cash at bank	6	83,823	214,982
		84,560	290,384
Total assets		84,681	290,561
FUNDS AND LIABILITIES			
FUNDS			
Unrestricted fund	7	2,425	28,384
Restricted fund	7	74,237	244,937
Total funds		76,662	273,321
LIABILITIES			
Current liabilities			
Trade and other payables	8	8,019	17,240
Total liabilities		8,019	17,240
Total funds and liabilities		84,681	290,561

HANDBALL FEDERATION (SINGAPORE)
STATEMENT OF COMPREHENSIVE INCOME
For the financial year ended 31 March 2022

	Note	2022 \$	2021 \$
Income	9	513,331	662,062
Items of expenditure			
Coaching development		(74,640)	(58,949)
Facilities and equipment		(26,100)	(4,620)
Depreciation expense	4	(56)	(56)
Professional fees		(11,759)	(15,758)
Referee allowance		--	(2,467)
Booking of facilities		(35,940)	(19,860)
Rental		(12,134)	(12,134)
Staff costs		(116,747)	(110,631)
Overseas and local training and competitions		(366,042)	(149,164)
Other operating expenditure		(66,572)	(12,317)
		(709,990)	(385,956)
(Deficit)/Surplus before tax		(196,659)	276,106
Income tax	11	--	--
(Deficit)/Surplus for the year, representing total comprehensive income for the year		(196,659)	276,106
(Deficit)/Surplus for the year is attributable as follows:			
Unrestricted fund:			
- Accumulated fund		(25,959)	(27,221)
Restricted fund:			
- One Team Singapore Fund		(170,700)	303,327
		(196,659)	276,106

HANDBALL FEDERATION (SINGAPORE)
STATEMENT OF CHANGES IN ACCUMULATED FUNDS

For the financial year ended 31 March 2022

	Unrestricted fund \$	Restricted fund \$	Total fund \$
At 1 April 2020	55,605	(58,390)	(2,785)
Total (deficit)/surplus for the year	(27,221)	303,327	276,106
At 31 March 2021	28,384	244,937	273,321
At 1 April 2021	28,384	244,937	273,321
Total deficit for the year (Note 7)	(25,959)	(170,700)	(196,659)
At 31 March 2022	2,425	74,237	76,662

HANDBALL FEDERATION (SINGAPORE)
STATEMENT OF CASH FLOWS

For the financial year ended 31 March 2022

	Note	2022 \$	2021 \$
Cash flows from operating activities			
(Deficit)/Surplus for the year		(196,659)	276,106
Adjustments for:			
Depreciation expenses	4	56	56
		(196,603)	276,162
Changes in working capital:			
Other receivables		74,665	(69,265)
Trade and other payables		(9,221)	2,183
Net cash (used in)/generated from operating activities		(131,159)	209,080
Net (decrease)/increase in cash at bank		(131,159)	209,080
Cash at bank at 1 April		214,982	5,902
Cash at bank at 31 March	6	83,823	214,982

7 Fund account transaction and balances

	Accumulated Fund (Unrestricted) (a) \$	One Team Singapore Fund (Restricted) (b) \$	Total \$
2022			
Income			
Grant from SportSG	212,774	146,784	359,558
Donation and contribution	--	140,784	140,784
Other government grants	12,489	--	12,489
Others	500	--	500
	<u>225,763</u>	<u>287,568</u>	<u>513,331</u>
Expenses			
Coaching development	--	(74,640)	(74,640)
Facilities and equipment	(1,495)	(24,605)	(26,100)
Depreciation expense	(56)	--	(56)
Professional fees	(11,759)	--	(11,759)
Booking of facilities	(35,940)	--	(35,940)
Lease of sports hall	(12,134)	--	(12,134)
Staff costs	(116,747)	--	(116,747)
Overseas and local training and competitions	(30,065)	(335,977)	(366,042)
Other operating expenditure	(43,526)	(23,046)	(66,572)
	<u>(251,722)</u>	<u>(458,268)</u>	<u>(709,990)</u>
Total deficit for the year	<u>(25,959)</u>	<u>(170,700)</u>	<u>(196,659)</u>

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7 Fund account transaction and balances (continued)

	Accumulated Fund (Unrestricted) (a) \$	One Team Singapore Fund (Restricted) (b) \$	Total \$
2021			
Income			
Grant from SportSG	168,194	318,164	486,358
Donation and contribution	--	148,164	148,164
Other government grants	18,562	--	18,562
Others	8,978	--	8,978
	<u>195,734</u>	<u>466,328</u>	<u>662,062</u>
Expenses			
Coaching development	(1,529)	(57,420)	(58,949)
Facilities and equipment	--	(4,620)	(4,620)
Depreciation expense	(56)	--	(56)
Professional fees	(15,758)	--	(15,758)
Referee allowance	(2,467)	--	(2,467)
Booking of facilities	(19,860)	--	(19,860)
Lease of sports hall	(12,134)	--	(12,134)
Staff costs	(110,631)	--	(110,631)
Overseas and local training and competitions	(48,203)	(100,961)	(149,164)
Other operating expenditure	(12,317)	--	(12,317)
	<u>(222,955)</u>	<u>(163,001)</u>	<u>(385,956)</u>
Total (deficit)/surplus for the year	<u>(27,221)</u>	<u>303,327</u>	<u>276,106</u>

(b) One Team Singapore fund (“OTSF”)

OTSF is a matching grant of one dollar for every donation raised by the Society provided by the Singapore Government to contribute to enhance the High-Performance Sport (“HPS”) system for Team Singapore athletes. The donations and grant received for this fund are restricted to all HPS projects and initiatives that contribute to the HPS System.

The following table summarises the movement of the funds:

	2022		2021	
	Matching Grant	Donation raised	Matching Grant	Donation raised
	\$	\$	\$	\$
At 1 April	153,367	91,570	(1,796)	(56,594)
Funds received	146,784	140,784	318,164	148,164
Utilised	(332,205)	(126,063)	(163,001)	--
At 31 March	(32,054)	106,291	153,367	91,570



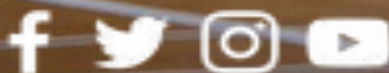
Handball Federation of Singapore

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2021/22 Annual Report