



BAMBOO BUILDERS

2022 ANNUAL REPORT





Reg No. 53399391A

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Dear Community,

2022 has been a year of consolidation and sprouting.

We consolidated and streamlined our team, operational processes, and brand narrative. We also sprouted new partnerships and projects with Singaporean and ASEAN organisations.

I am also proud to share that we have resumed our overseas travel in the form of Explore: Vietnam. We will be working on building local ground capabilities to handle multiple, repeat Explore journeys in future.

The effects of post-covid will be felt in 2023. Relaxing safe-distancing measures mean we can expand our Singapore and ASEAN offerings of Explore journeys. Normalising of E-Learning during the pandemic also brings opportunity to expand the impact of our Equip workshops.

Though the winds of time change, may we always be like bamboo, swaying flexibly, unbreaking; rooted deep in humility.

Thank you for your support and continued belief in our vision.

Grow Fast, Grow Strong!





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1. Programs

1.1 Singapore Explore Learning Journeys

This year, we ran our Explore Food Waste, Inequality, and Urban Farms for Salesforce, Anglican High School, St Francis Methodist School, Singapore Management University (SMU), and Singapore University of Social Sciences (SUSS).



All in all, we exposed **271 participants** and **rescued 1,200kg of fruits & vegetables** this year!

We also got noticed by Grab and Johnson & Johnson, but due to various reasons were unable to win the tender. We shall try again next year.

In 2023, we hope to curate more journeys to explore other issues such as aging, persons with disabilities, and mental health.

1.2 ASEAN Explore Learning Journeys

Over a weekend of 4 days, we ran an Explore: Vietnam trip. This was our first trip post-pandemic and we are thankful for God's blessing and protection!

Open to anyone, our team of 13 comprised Explorers from age 20-63. We conducted soft-skill lessons, ate authentic Vietnamese food, visited a rubber tree plantation, and even had a bamboo bicycle tour on the main road alongside motorbikes!





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All in all, we trained 100 youth through our Equip Workshops. We also gave out bursary awards to 10 needy students to support them in a semester's worth of school fees.



More importantly, we finally reaped the fruits of 5 years of labour. 4 ex-students graduated and returned with our team as Builders to their Alma Mata!

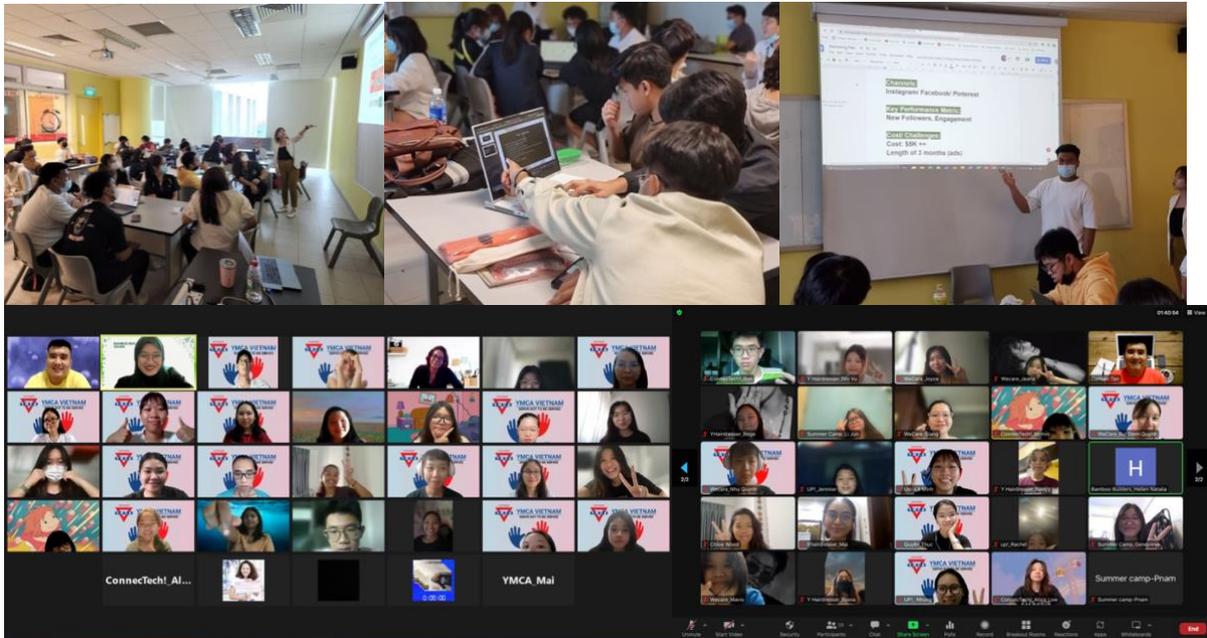
We are incredibly proud of them! Credits to all our Builders for sowing into these young lives.



From 2023-24, we hope to train and employ them to run our Explore Vietnam trips independently.

1.3 Equip Workshops

We thank ITE Central for their continuous support for our work. In August, we conducted 1 online and 1 in-person workshop on Marketing For Good. The students then took the skills learnt and applied it to help our social enterprise alumni YMCA Vietnam.

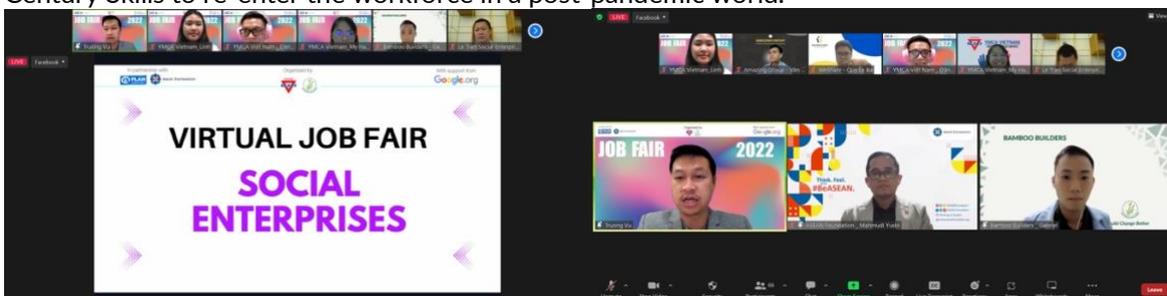


All in all, we **trained 75 youths** from Vietnam and Singapore. We hope they will use these Marketing skills and apply it to support more charities and social enterprises in Singapore or overseas.

1.4 Non-Profit Organizations Programs

In August, we landed our first international client – ASEAN Foundation!

We conducted a Virtual Job Fair for **555 disadvantaged and unemployed Vietnamese youth, and 7 Vietnamese social enterprises**. This event is part Bridges to the Future: ASEAN Youth Employment, in collaboration with Google and Plan International, that strives to equip ASEAN youth with 21st Century Skills to re-enter the workforce in a post-pandemic world.



After attending the event, 96.8% says they now know what skills are needed to thrive in the job market post-pandemic. 70% also indicated 4 or 5 when asked if they would sign up to get a job after the webinar.

Also, from May-July, we've worked closely with National Youth Council (NYC) to run a program training 20 youths to impact 60 youths. This ripple effect model is exactly what we mean by Building

Change Better. We believe in not just equipping, but empowering young people to take action and make change in their community.



Thank you Allison from St Francis Methodist School, Jiali from National Youth Council, and the **13 youth facilitators we trained. 26 students** went our **Explore Food Waste and Inequality program**, followed by **Project Design lessons** to start implementable social projects in their school.

1.5 Community Huddle

In March, we held our Community Huddle over 2 days with a turnout of **nearly 50 people**. The title of this Huddle was on “Situational Poverty in ASEAN”. We are grateful for the 6 speakers that shared more on their organizations and the good work they do. Great job to Carrie, who was Project Lead for the Huddle as well!

In April, we also organized a Zoom hangout for our “Building Social Enterprises” program alumni. Aiming to bring budding social entrepreneurs together, it was a great time of games and learning about each others’ successes and challenges in building social ventures.



2. Team

I would like to take this opportunity to thank the below individuals, for their exceptionally persistent effort and hard work, to allow Bamboo Builders to impact more than 1000 youths this year,

1. Shermin Liew, Operations & Human Relations Director
2. Hellen Natalia, Marketing Senior
3. Hasna, Curriculum & Programs Senior
4. Zain Omar, Operations Senior
5. Carrie Tan, Community Huddle Lead



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2.1 Goodbye Shermin

Shermin started her journey with Bamboo Builders in Dec 2018 while on exchange with Gabriel in Netherlands. Alas, all good things must come to an end. Her last day with the company will be 31 Dec 2022.

Starting out with administrative support, she eventually grew to lead Bamboo Builders' operations. Under her leadership, the marketing team grew, and our online presence was felt through Singapore. Our programs were also well-taken care of under her meticulous care.

Being a people-person, she also helped manage a cumulative total of nearly 100 interns over 2 years. We've had the satisfaction of seeing Shermin pour her life into others at life's crossroads, and seeing her mentees choose social causes to dedicate their lives to when they could have easily chosen a more financially rewarding path. Impact cannot always be measured in numbers. It's sometimes in the depth of a changed life.



As she moves on to the next phase of her life, we wish her all the best. Thank you Shermin for 4 years of late nights, sweat, and tears. Thank you for persisting through naysayers, critics, and backstabbers. Bamboo Builders would not be what it is today without your contributions and sacrifice.

You will be missed!

2.2 Officialising Bamboo Builders' Advisors



Our advisors are Gabriel's personal mentors and have played a pivotal role in Bamboo Builders' journey thus far. Their sowing and mentorship has helped us grow and advance with purpose.

From training to legal to communications to finance, their years of experience adds weight and maturity to our otherwise young team.

You may find their bios on our website, under the About Us page.

2.3 Transiting To Freelance Model

Bamboo Builders has grown by leaps and bounds from 2020-2022 because of the hard work of our 150+ interns and volunteers – all of whom contributed pro-bono. No words can express our gratitude for them. Thanks to our interns, we've created a strong online presence, systemized our program liaising, and built up a pool of facilitators to administer our programs.

Yet, Bamboo Builders is growing and cannot rely only on the goodwill of our beloved interns and volunteers. As such, we will be transiting toward a freelance, paid-per-project model for our support roles like Design, Finance, and Project Lead.



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3. Conclusion

Come 2023, we will reach more Singapore youths to help them explore and develop empathy for social issues in Singapore. We're already booked by Anglican High & Ngee Ann Poly from Jan-Mar. We also want to expand our Explore offerings to include mental health. We will also run 4d3n Explore trips to various ASEAN destinations starting with Vietnam.

Our strength is in our community. Please join our community Telegram channels to stay updated:

Build Change Better Chat (For Generic Community/Program Updates)	BB Facilitators Chat (For interested Facilitators)
https://t.me/bamboobuilders	https://t.me/+1xCYwsbA4cwyNDdl

Wishing one and all a Blessed Christmas and a Happy New Year! (:

Grow Fast, Grow Strong,

Gabriel Tan*

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