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ANNUAL REPORT

Prison Fellowship Singapore Ltd



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PRISON FELLOWSHIP SINGAPORE LIMITED (PFS) WAS REGISTERED UNDER THE CHARITIES ACT ON 3 DEC 1992.

CHARITY NUMBER: 0926

UNIQUE ENTITY NUMBER (UEN): 197400953N

REGISTERED ADDRESS: 50 PLAYFAIR ROAD #03-01, NOEL BUILDING, SINGAPORE 367995

1. INTRODUCTION

Prison Fellowship Singapore Ltd (PFS) is a non-profit, non-denominational Christian organisation that engages and embraces prisoners, ex-offenders and their families in Singapore.

PFS partners with and enlists the assistance and resources of churches, para-Christian organisations and volunteers to enhance the physical, emotional and spiritual well-being of men, women and their families in Singapore's prison system before and during imprisonment, and upon release.

PFS practises inclusivity by offering a range of non-faith-based programmes and activities through its Institute of Public Character (IPC) Fund, Seventy Times Seven (70x7).

OUR VISION

A Christian community that embraces prisoners, ex-offenders and their families with God's love and transformative power.

OUR MISSION

To mobilise, engage and equip the Christian community to minister to prisoners, ex-offenders and their families, enabling them to be a blessing to society.

OUR CORE VALUES

We seek to live out the 5 core values of HIS (Humility; Integrity; Stewardship) Love and Unity.

OUR MINISTRIES FOCUS ON:

- Transforming the lives of inmates, ex-offenders and their families with the Word of God and His love
- Assisting in the rehabilitation of inmates and ex-offenders with our After-care partners
- Restoring broken relationships between the inmates/ex-offenders and their loved ones
- Breaking the inter-generational cycle of crime through family visitations and education
- Strengthening the community partnerships to promote re-integration of ex-offenders and their families into society
- Rallying partners and supporters to foster an After-care Support Network to address the needs of ex-offenders and their families

2. CHAIRMAN'S MESSAGE

Prison Fellowship Singapore has come a long way since it was founded in 1974 as Rehabilitation Life Limited before it changed its name to Prison Fellowship Singapore Limited in 1985. Much water has flowed under the bridge in those decades.

In the 70s, there was little glitter in prison-associated ministry and organizations interested in the well-being of offenders and their families were few and far between.

Today there are close to a dozen Christian Halfway Houses and related ministries - almost all were trophies of grace from our ministry in prison. There are also many government-related organizations taking care of the varied needs of offenders in and out of prison including job training, career counselling and job placing, family and children's needs etc.

Many of these organizations including Yellow Ribbon Singapore (YRSG), Industrial & Services Co-Operative Society Ltd (ISCOS), Singapore After-Care Association (SACA), Singapore Anti-Narcotics Association (SANA), Yellow Ribbon Fund, Family Support Fund of the Justices of the Peace and Care Network, are high profiled and supported by members of the public and corporations.



The question for us today is always,

“Where and how do we position ourselves?”



For this reason, our ED was tasked to come up with a strategic paper with the assistance of our Strategy Planning Committee chaired by Prof Ho Yew Kee. Clearly there is no need for us to do what others with better resourcing are already doing so well. Many of these are not faith-based and their focus is not spiritual.

What is truly distinctive about us is that we are completely transformational – we are clearly seeking to transform lives by way of a spiritual experience of conversion through repentance of sin and acceptance of Jesus Christ as Lord and Saviour. That is our anchor In-care ministry within the prison. That does not mean we do not take care of the social and physical needs of our beneficiaries, whether they accept the Gospel or not.

So many in our Christian community are supporting many parts of the ecosystem of prison-related work. But many in the churches, including church pastors, are not aware of our work. Some are supporting many in the ecosystem, except us.

There is much to do to tell our story. There are many out there who give generously to prison-related work. We need to get to them too. And the churches and Christians especially need to know that we play a pivotal role in the transformation process of rehabilitation that makes integration into society much easier for the trophies of grace.

Best Always,

A handwritten signature in black ink, appearing to read 'William Wan'.

REV. DR. WILLIAM WAN

Chairman



3. EXECUTIVE DIRECTOR'S MESSAGE

2020 was unprecedented in many ways. As I took on the role as the Executive Director in June, the world was staring right in the face of a global pandemic. Singapore's economy literally grounded to a halt with its "Circuit Breaker" phase. From its world class airport to foreign dormitories, the entire country stepped on its brakes. The effect of "cabin fever" was keenly felt by all Singaporeans, as we isolated ourselves to manage the virus spread. Perhaps a little taste of what an inmate goes through during his incarceration, some asked?

Our ministry at PFS was not spared. All In-care programmes were suspended due to Dorson Orange.

After-care and Family Care programmes were also cancelled with the closure of our office, along with our partnering churches. It was a very difficult time for our staff, working from home, with our aged IT equipment. This adjustment was even more acute for the newly released beneficiaries, without access to PFS and the church for help.

At this juncture, I wish to thank our board and a group of individual donors, who stepped up with the funds to arm each PFS staff with a new laptop, so that we can work from home effectively. In 2020 we raised \$34,700 for this specific need.

PRISON FELLOWSHIP SINGAPORE

The PFS team was exemplary in providing support to our beneficiaries in 2020, stepping up in our monthly grocery support, meal support and short term financial assistance, albeit remotely. Instead of physical support groups, staff called and reached out to individual beneficiaries every week.

This decentralised support took a toll on our ministry team, yet they continued tirelessly, without complaint. Our Family Care volunteer tutors increased their 1-on-1 tuition support towards the final year end exams, and we are pleased to report that all four of our PSLE students in 2020 were promoted to secondary school.

Notwithstanding the COVID-19 pandemic, PFS embarked on a new ministry strategy, Integrated Ministry (IM), a more beneficiary-centric approach to address the needs of the ex-offender and his/her family holistically. Prior to his/her release, our staff will conduct a pre-release interview with the inmate and likewise, conduct the same interview with the family, 1 to 2 months before the Estimated Date of Release (EDR).

Upon completion of the interviews, both TCM and FCM staff will meet for a case conference to assign the After-care Support Network (ASN) of volunteers to the inmate and family prior to the EDR.

Upon release, this ASN is activated to journey with the ex-offender and his/her family. In 2020, we had 42 IM cases, where our staff and volunteers worked with both the ex-offender and family.

As the world recovers, the new reality will present new challenges for our beneficiaries. I believe PFS will need to redefine her role and destiny in the wake of this new reality. We will need to engage our key stakeholder, Singapore Prison Service (SPS), our volunteer base and partnering churches to expand our effort in the After-care desistance journey and extend our reach to the wider In-care prison population. Family Care is mission critical in this effort, as family support plays a significant role in the ex-offender's desistance journey, along with the wider community.

I am confident that the Lord who started this good work in PFS will continue to provide us His love and grace to bring it to completion. I look forward to our collective journey with the beneficiaries and witnessing His transforming power in their lives.

In Christ,



CHUA KOK WAN

Executive Director

4. PFS BOARD

	NAME	DESIGNATION	OCCUPATION	DATE OF APPOINTMENT
1.	DR WILLIAM WAN KOK TANG	CHAIRMAN / DIRECTOR	GENERAL SECRETARY, SINGAPORE KINDNESS MOVEMENT	26 JUNE 2013 (RE-APPOINTED 12 JUNE 2018)
2.	DR HO YEW KEE	VICE CHAIRMAN / DIRECTOR	PROFESSOR, ASSOCIATE PROVOST, SINGAPORE INSTITUTE OF TECHNOLOGY	4 JUNE 2018
3.	MS HO KAH YIN	TREASURER / DIRECTOR	GROUP CFO, ACORN MARKETING & RESEARCH CONSULTANTS (GROUP) PTE LTD	18 NOVEMBER 2017
4.	MS LORINNE KON	DIRECTOR	DIRECTOR, OSA INDUSTRIES PTE LTD AND WYCLIFFE BIBLE TRANSLATORS	2 OCTOBER 2013
5.	MR LIM FANG CHIEN *	DIRECTOR	DIRECTOR & REGIONAL HEAD OF LEADERSHIP, LEARNING & TALENT ASIA PACIFIC, BARCLAYS BANK	1 MARCH 2014
6.	DR ALEXANDER LEE EARN YUNG	DIRECTOR	SENIOR LECTURER, DEPARTMENT OF SOCIAL WORK, NATIONAL UNIVERSITY OF SINGAPORE	25 JUNE 2014
7.	MR BENNY SE TEO MOH WAH	DIRECTOR	CO-FOUNDER AND CHIEF CREATIVE OFFICER, EIGHTEEN CHEFS	22 JUNE 2016
8.	MS CHARLOTTE YEW	DIRECTOR	DIRECTOR, ALPHA SECURITIES (GK GOH GROUP)	4 JUNE 2018
9.	MS MELISSA KWEE MEI WAN	DIRECTOR	CEO, NATIONAL VOLUNTEER PHILANTHROPY CENTRE	15 MAY 2019

* RESIGNED ON 16 JUN 2020

PRISON FELLOWSHIP SINGAPORE

ATTENDANCE RECORDS AT PFS BOARD MEETINGS FOR PERIOD BETWEEN 1 JAN 2020 TO 31 DEC 2020

	NAME	24 FEB 2020 *	16 JUN 2020 **	1 SEP 2020 **	7 DEC 2020 **
1.	DR WILLIAM WAN KOK TANG				
2.	DR HO YEW KEE				
3.	MS HO KAH YIN				
4.	MS LORINNE KON				
5.	MR LIM FANG CHIEN *		RESIGNED	0	0
6.	DR ALEXANDER LEE EARN YUNG				
7.	MR BENNY SE TEO MOH WAH				
8.	MS CHARLOTTE YEW				
9.	MS MELISSA KWEE MEI WAN				0

* BY EMAIL CIRCULATION DUE TO THE COVID-19 PANDEMIC

** BY ZOOM DUE TO THE COVID-19 PANDEMIC

RELATED ENTITY

Seventy Times Seven (70x7) is an IPC Fund of PFS Members of 70x7 Management Committee, who are also on PFS Board: Dr Ho Yew Kee (Chairman) and Ms Ho Kah Yin (Treasurer)

EXECUTIVE DIRECTOR

Chua Kok Wan (appointed 16 June 2020)

BANKER

Development Bank of Singapore Limited

AUDITOR

Baker Tilly TFW LLP

AFFILIATIONS

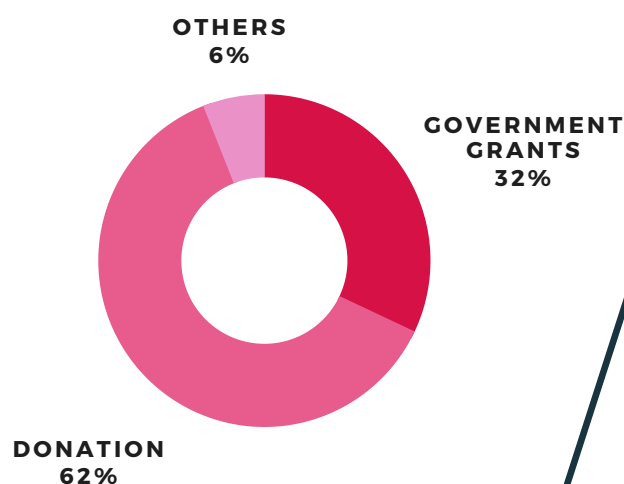
- Associate Member of National Council of Churches of Singapore (NCCS)
- Member of National Council of Social Service (NCSS)
- Chartered Member of Prison Fellowship International (PFI)

5. POLICIES & OPERATIONS

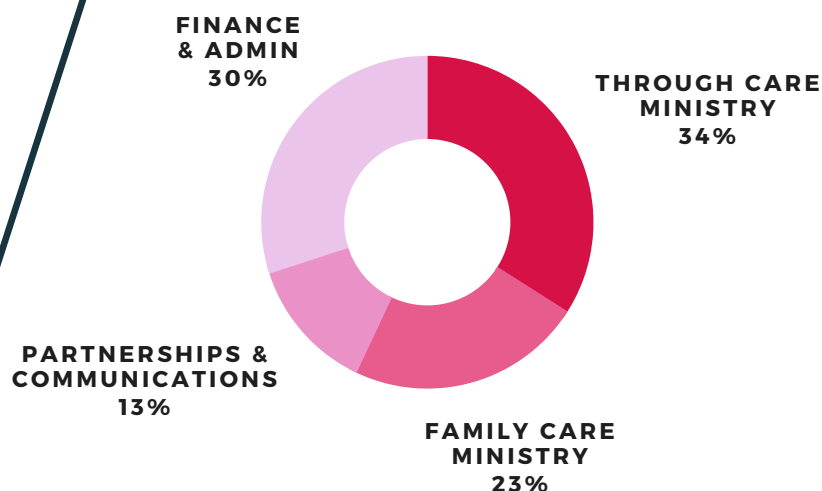
FUNDING SOURCES

PFS (inclusive of 70x7) is financially supported by donations (from churches, organisations and individuals) and government grants.

SOURCE OF FUNDS IN 2020



USE OF FUNDS IN 2020



RESERVE POLICY

PFS shall maintain a reasonable reserve equivalent to one to three years of net unrestricted liquid assets to cover unrestricted expenses. As at 31 Dec 2020, PFS's net unrestricted liquid asset to cover unrestricted expenses stood at 1.4 years.

MANAGEMENT AND AVOIDANCE OF CONFLICT OF INTEREST

We require members of the Board and all staff to fill in and sign a Declaration of Conflict of Interest Form each year and to declare any potential conflict of interest before and during their term of service.

OPERATIONS

Total staff strength as at 31 December 2020 is 17, comprising all full-time staff.

Highest paid staff receiving a total annual remuneration of \$100,000 to \$200,000:
1 staff

This staff does not serve on the Board.

None of the staff are close family members of the Executive Director, or of any Board Member.

6. PFS AT A GLANCE

846 VOLUNTEERS ACROSS 3 MINISTRY PILLARS:
IN-CARE; AFTER-CARE; AND FAMILY CARE

SUPPORTED BY **169** PARTNERING CHURCHES

CLOSE TO **1,000** BENEFICIARIES IMPACTED*

* 730 INMATES + 100 EX-OFFENDERS + 170 CHILDREN & FAMILY MEMBERS

7. MINISTRY HIGHLIGHTS

7.1 THROUGH CARE MINISTRY (TCM)

TCM provides the following services:

- a) **Pre-sentencing** - counselling to prepare the offender for prison life, after he/she has been charged or convicted awaiting sentencing
- b) **In-care** - counselling and reformatory training, such as Gang Desistance, as well as Christian Intensive Religious Counselling Programme (CIRCP), weekly chapel services and bible studies
- c) **Prison Gate Ministry** - welcoming inmates upon their release at prison gate to offer transitional assistance eg. Transit-link card, NTUC vouchers, clothing, application for government financial assistance, shelter and other immediate needs
- d) **After-care Support** - such as employment, short term financial assistance to assimilate ex-offenders into the community

IN 2020, TCM MINISTERED TO:

4 pre-sentence beneficiaries

IN-CARE SERVICE:

730 beneficiaries reached per week

67 sessions of Chapel and Bible Studies per week

89 In-care volunteers deployed per week on average

138 partnering churches



AFTER-CARE SERVICE:

47 Prison Gate Ministry receptions

101 After-care cases supported

42 Integrated Ministry (IM) cases involving both ex-offenders and families

57 cases referred for counselling with our trained counsellor volunteers

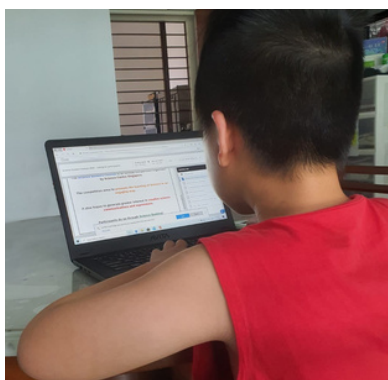
41 cases received employment and re-location assistance through PFS

7.2 FAMILY CARE MINISTRY (FCM)

FCM reaches out to and addresses the needs of the inmates' family members. By partnering with churches, volunteers and other supporters, we befriend and support the families, with the objective of breaking the inter-generational cycle of crime. Our FCM programmes aim to strengthen the family unit, promote reconciliation and motivate change towards assimilation in the family and the wider community.

During the COVID-19 pandemic, FCM extended our reach to families of ex-offenders too. Families with ex-offenders also suffered as Singapore locked down. Our Integrated Ministry (IM) strategy seeks to elevate the role of the family in the ex-offender's re-integration journey as the key motivational factor to change.

Apart from family visitations, FCM runs a Care Club for the youth and children (2 to 20 years of age), averting delinquency through practical (Milk and Diaper Programme) and educational support (Early Learning Programme and Tuition). This is PFS's preventive work in the ministry. All four of Care Club's PSLE students in 2020 were promoted to secondary school.



KEY FCM PROGRAMMES:

- Milk & Diapers Programme
- Early Learning Programme
- Monthly Grocery Support
- Weekly Tuition for Primary and Secondary Students
- Language Coaching for Foreign Spouses
- Art Therapy
- Counselling
- Home cleaning project
- Hospital medical appointment escort
- Prison visit escort
- Mount Alvernia Outreach Clinic
- Donation items (eg: Beds, Sofa, Washing Machine)
- Mooncake during mid-autumn festival
- Financial assistance

IN 2020, FCM MINISTERED TO:

- 113** families who has a family member in prison
- 52** youth and children received weekly tuition
- 10** pre-primary children enrolled for Early Learning Programme
- 13** children referred to art therapy
- 26** partnering churches in Family Care Ministry
- 175** volunteers supported our monthly family visitations

PRACTICAL ASSISTANCE FOR FAMILIES

Supported 25 families, total Financial Assistance amounted is **\$28,150**.

EDUCATIONAL SUPPORT FOR YOUTH AND CHILDREN

Supported 52 children with tuition, of which 11 are on paid tuition which amounted to **\$37,973** in fees for 2020.

PROGRAMME PARTNERS IN 2020

Singapore Youth for Christ
Scripture Union
Monster Reader
School of the Arts Singapore
National University of Singapore
Economic Development Innovations Singapore (EDIS Cares)
Pavilion Foundation
Ara's Ark
Arting Hearts
Engineering Good
People's Association (PA)



7.3 ANGEL TREE PROJECT 2020

The Angel Tree Project (ATP) is a PFS initiative rolled out annually under 70x7 where the inmates' handwritten letters seeking forgiveness from their families are delivered by our volunteers, with the hope of restoring broken relations with their loved ones.

It aims to reflect our Heavenly Father's call to all to seek forgiveness when one has sinned against another and to live in peace in our community.

These reconciliatory letters are personally delivered to the inmates' families by PFS volunteers from our ATP participating churches during Christmas. Usually a hamper comprising household necessities, sponsored by our church and corporate supporters, is dispatched together with the letter to bring the Christmas cheer to the recipients.

The COVID-19 pandemic in 2020 made it impossible to plan for such hampers or for our volunteers to pack the same. Through the kind sponsorship of Boxgreen Pte Ltd, the hampers were replaced with a box of healthy snacks. In the face of the uncertainty surrounding the ATP delivery, PFS decided to bless each family with a \$50 stored value NTUC FairPrice card from funds raised by our church and corporate partners.

The deliveries were conducted in compliance with the Phase 2 Safe Management Measures.



Angel Tree



38 churches participated in delivery and **9** donated



> 1,000 volunteers availed themselves



669 gift packs were packed to be delivered to **669 families**



39 Partner Churches and Organisations



3 Corporate Sponsors

7.4 CORE PROGRAMMES

Most events were suspended in 2020 due to the COVID-19 pandemic and others continued with strict adherence to the prevailing Safe Management Measures.

ONGOING

- In-Care bible studies and chapel services on weekday evenings and weekends
- Prison Gate Ministry receptions
- Job referrals and placements assistance
- Re-location assistance
- Family visitations
- Volunteer recruitment and engagement
- Care Club meetings migrated to Zoom, including 1-on-1 tuition and group enrichment activities
- Financial assistance and monthly grocery support
- Family visitations



WOMEN'S AND MEN'S SUPPORT GROUP

Suspended due to the COVID-19 pandemic, staff and volunteers provided decentralised support remotely, e.g. grocery support, meal blessing and financial assistance. Small group bible studies were implemented instead.



8. VOLUNTEER ENGAGEMENT AND PARTNERSHIPS

We regard our volunteers as our most valuable partners, in reaching out to the inmates, ex-offenders and their families. During the COVID-19 pandemic, our staff took the opportunity to engage our volunteers across TCM and FCM to thank them for their faithful support and partnership.

We know it takes a community to journey with our beneficiaries, hence we need to equip this group of stakeholders to deepen their ministry reach. We value each volunteer's commitment, as we seek to enlarge the scope and enrich the content of our training programmes to train our volunteers.

Prior to the launch of the Integrated Ministry (IM) strategy in July 2020, we hosted multiple Zoom meetings to introduce the IM strategy. We provide orientation and training to all new volunteers, so that they are prepared to support our beneficiaries and their families.

OUR VOLUNTEERS ARE ACTIVE IN:

- Conducting bible studies and chapel services in In-care
- Leading our Gang Desistance programmes and CIRCP in In-care
- Supporting our beneficiaries in their re-integration journey in After-care
- Participating in grocery and meal delivery events during the COVID-19 pandemic in Family Care
- Befriending and coaching our beneficiaries

KEY VOLUNTEER STATISTICS

- 846 volunteers were active in the various PFS ministries, programmes and events
- 263 volunteers received relevant trainings conducted/arranged by PFS

9. EVENTS & NEW INITIATIVES IN 2020

MEAL BLESSING, GROCERY DELIVERY AND NEW LAPTOPS DURING THE COVID-19 LOCKDOWN

The COVID-19 Circuit Breaker in April 2020 wrought unprecedented challenges. Regular meetings for counselling, fellowship and other support services were all suspended. Our beneficiaries and their families encountered severe hardships in various forms, including finding gainful employment and staying employed.

To alleviate part of their sufferings, PFS engaged our ex-offenders in the F&B industry to prepare meals for the families severely impacted. Our staff and volunteers then delivered the meals to their individual homes. The **Meal Blessing** event was organised with a dual purpose, (i) to provide hot meals for these families and (ii) to procure these meals from fellow beneficiaries in the F&B industry to supplement their income, which was severely impaired by the COVID-19 pandemic.

We provided these meals to more than 60 beneficiaries and their families. A total of 166 meal packs were delivered by PFS staff and volunteers, who managed to dispatch the last few packs of dinner until 9 pm, to the delight and appreciation of the recipients.

In addition, TCM and FCM teams showed their practical love to our beneficiaries and their families by conducting two **Grocery Delivery** initiatives in April and May to a total of 87 families.

For the first delivery, 42 families each received a fresh grocery hamper containing a 5 kg pack of rice, one portion of fresh fish, two portions of fruits, two portions of vegetables, a carton of eggs and a loaf of bread.

For the second delivery, 45 families were blessed with fresh groceries and fruits. These grocery deliveries not only lightened their financial burden, but also addressed the essential nutritional needs of the beneficiaries' families, often with dependent children and aged parents. These groceries were donated under the "Share Your Grocery" social initiative, focussing only on fresh foods.

Besides the Grocery Delivery, 15 students belonging to our After-care and Family Care Ministries also received **New Laptops**, essential for their home-based learning conducted by their respective schools. These laptops were sponsored by the "Happy Seed", a corporate sponsor.

IMPLEMENTATION OF THE INTEGRATED MINISTRY (IM) STRATEGY

Notwithstanding the challenges of COVID-19 Safe Management Measures, PFS decided to implement our Integrated Ministry (IM) Strategy in July 2020, focussed on harnessing the Through Care Ministry and Family Care Ministry resources together, to provide a more holistic and beneficiary-centric ministry approach for our beneficiaries.

PRISON FELLOWSHIP SINGAPORE

Wednesday morning is dedicated to an IM Staff Case Conference, where IM Co-ordinators discuss the holistic needs of an ex-offender and his/her family through an IM case file. This is made possible through the pre-release interviews conducted by the IM Co-ordinators (i) with the inmate and (ii) with his/her family, 1 to 2 months prior to his/her release date.

One of the key outcomes of the IM Strategy is to establish an After-care Support Network (ASN) for the ex-offender and his/her family prior to his/her release. With this strategy, we are preparing the ASN ahead of time. This allows better preparation to receive the inmate at the Prison Gate and journey with him/her in After-care. In 2020, we opened 42 IM cases; and referred 57 After-care and Family Care cases to our Volunteer Counsellor panel for counselling.

With IM, we need more After-care and Family Care volunteers for 2021. As the old saying goes, "it takes a kampung to raise a child" in Singapore. At PFS, we believe it takes a community to journey with an ex-offender and his/her family. This community is essentially you and I, and together we can make a real difference in these lives on the mend.

PUSHING LIMITS: DR WILLIAM WAN'S 73RD BIRTHDAY PUSH-UP FUNDRAISING CHALLENGE

In celebration of active ageing, PFS's Chairman, Dr William Wan decided to accept a push-up challenge to raise funds for 70x7 on 7 June 2020, his 73rd birthday.



On the afternoon of his birthday, this septuagenarian executed 100 push-ups in a 30-minute live challenge hosted by veteran radio presenter, Mr Brian Richmond. This was way beyond the original target of 73 push-ups to mark his 73rd birthday! This live event garnered 246 shares and more than 8,500 views on Dr Wan's Facebook.

The challenge raised \$297,270 for 70x7 and it was a spin-off from a video that Dr Wan posted of himself doing 20 push-ups in May 2020 on Facebook. He had encouraged his friends to do at least five push-ups every day and add one more every alternate day.

10. FINANCIAL REVIEW

PFS recorded a net surplus of \$777,031 for the financial year ended 31 Dec 2020. This is attributed mainly to donations raised and government grants (i) the \$-for-\$ matching grant from the Bicentennial Fund for our 66th anniversary Gala Dinner held in 2019; (ii) our Chairman's push-up fundraising event for his 73rd birthday held in June 2020; (iii) the Care & Share grant distribution from National Council of Social Service (NCSS); (iv) the COVID-19 government support schemes eg Jobs Support Scheme (JSS); and (v) lower programme spending due to the COVID-19 pandemic.

REVIEW AND CHANGES IN THE POLICY

Nil.

EXPLANATION OF THE PURPOSE FOR WHICH THE CHARITY'S ASSETS ARE HELD

Passenger Van

- Ferrying ex-offenders and their families to their homes, halfway houses and other SSOs
- Ferrying the children to and from their homes for Care Club programmes
- Conducting home visitations in the evenings for the delivery of grocery and other items, including Angel Tree Project
- Transport for beneficiaries for events and other activities
- Re-location assistance when beneficiaries are moving to the government rental flats.

STATEMENT OF ACCOUNTS

Statement of Accounts and Reports for the financial year ended 31 December 2020 are as per our submission on the Charity Portal.

11. FUTURE PLANS AND COMMITMENTS

Our lease for the office premise is due to mature on 14 October 2021. The Board has approved plans to expand our ministry and thus we will be moving to a larger premise by 3Q2021.

- For In-care, religious programmes aside, we are planning programmes to have a wider reach to support SPS with various non-religious and social programmes.
- Given the suspension of our 9 months Christian Intensive Religious Counselling Programme (CIRCP) due to COVID-19 pandemic, we are taking the opportunity to review the curriculum for CIRCP.
- For After-care, we are considering a partnership with Men's Ministry Network for for a training programme in 2H2021.
- For Family Care, we are exploring a training programme adapted from Community Reinforcement and Family Training (CRAFT) for our volunteers to better prepare the inmates' families to receive their loved ones upon their release.
- PFS will press on in its digital journey in 2021 to implement a Volunteer Management System (VMS) and a Human Resource Management System (HRMS) to support the staff administrative needs.





THANK YOU