



 HEART OF GOD CHURCH

ANNUAL REPORT

JULY 2022 - JUNE 2023

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PIONEERING A NEW MODEL OF SENIOR LEADERSHIP

Heart of God Church is a proof of concept that “GenerationS are Reinforcements” can be applied at the highest level of leadership.



Promotion of 3 New Senior Pastors



Heart of God Church (HOGC) has pioneered a new model of senior leadership. Having built and championed GenerationS for the last 25 years, we are now ready to have homegrown next generation senior pastors! GenerationS are indeed reinforcements, even at the highest level of leadership.

Definition of the 3-Generation Senior Pastor model:

3 GenerationS of senior pastors **at the same time** in **shared leadership** – a model where **different generations are represented**, ensuring there are senior pastors who can **reach, connect with and champion youths**.

5 Senior Pastors Leading Together



Garrett Lee
Senior Pastor
Chief Executive Officer



Lynette Goh
Senior Pastor
Chief Pastoral Officer



Charleston Lim
Senior Pastor
Chief Leadership Officer



Cecilia Chan
Senior Pastor & Founder
Chief People Officer
Global Director of
Generations



Tan Seow How
Senior Pastor & Founder
Chief Growth Officer
Global Director of Strong
Church

↖ 3 NEW HOMEGROWN
SENIOR PASTORS

Meet our **Homegrown Senior Pastors**



Garrett Lee (M. Div., Oral Roberts University)
Senior Pastor
Chief Executive Officer

Pastor Garrett has over 20 years of ministry experience. As CEO, he oversees the operational, financial and corporate aspects of the church. He has led more than 22 departments and ministries, playing an instrumental role in developing strategies, processes and structures for excellence, keeping the church on the cutting edge.



Lynette Goh (M. Div., Oral Roberts University)
Senior Pastor
Chief Pastoral Officer

Pastor Lynette pastors all demographics in the church. One of her greatest strengths lies in building youths and university students. In fact, hundreds of young people she led are now heads of department and pastoral leaders. She is a key driver behind HOGC's vision to lower our average age to 21.



Charleston Lim (M. Div. [Honours], Oral Roberts University)
Senior Pastor
Chief Leadership Officer

By 21, Pastor Charleston was leading over 1,000 people in church. As Chief Leadership Officer, he was pivotal in our vision to raise 1,000 leaders. He oversees leadership training and development as well as the transformative journey of our members. That means advancing their spiritual growth as Christians, their holistic development in character and life skills and their potential as leaders.

Generations at the **Highest Level of Leadership**



The appointment of newer and younger senior pastors in shared leadership ensures that different generations are represented.

Young senior pastors are also closer to the youngest generation in the church. This ensures that there will always be senior pastors who can reach, connect with and champion youths.



Read about our new model of senior leadership

hogc.sg/5SPs

Introducing **4 New Pastors**

We also added strength to our leadership team! In June 2023, we commissioned and licensed 4 new pastors.



Eng Ee Loo
Pastor (Youth)

Pastor Ee Loo is committed to seeing young people discover their calling and identity in God. In her 17 years of experience, she has raised many youth leaders, including connect group leaders as young as 14 years old. Being in tune with the youth culture and needs, her messages are funny, relevant and connect with the hearts of the next generation.



Daniel Goh (Master of Theological Studies, Regent University)
Pastor (Doctrine)

Pastor Daniel plays an instrumental role in HOGC's Doctrine and Theology team. With a deep understanding of biblical truths, he provides wisdom and counsel on doctrinal matters. His sermons delve deep into the Word of God, making even the most complex biblical truths compellingly simple and relatable for all ages. He is also a worship leader, songwriter and guitarist.



Mae-Ann Sahai
Pastor (Children)

Pastor Mae-Ann serves in a lay capacity, leading HeartKidz, our children's ministry. She has over 20 years of experience building our children's ministry and oversees all aspects of the children's church. Through HeartKidz, the children grow holistically – to love the Word of God and mature in their character while having tons of fun!




Martin Wong (M. Div. [High Honours], Oral Roberts University)
Pastor (Missions)

Pastor Martin serves as our Pastor (Missions) in a lay capacity. He has 20 years of experience in the field and oversees HOGC's missions work, from providing humanitarian aid, to building missions partnerships and relationships. He also serves as Director of our Safety & Security Command.



Meet our full leadership team!

 hogc.sg/leadershipteam

BUILDING YOUNG PEOPLE



We are committed to developing young people in all areas of their life – academics, practical skills, character and spiritual growth.

Academic Excellence & Holistic Development

For almost 20 years, our Academic Excellence & Holistic Development (AE) programme has been empowering students to “Do Good and Do Well” – excelling academically, fostering family relationships and growing in their character as they serve in church. Students not only see improved grades but also a renewed love for learning.



Here's how the AE programme works

 hogc.sg/aeprogramme



Mentoring Prospective University Students

Choosing which university to attend can be stressful for young people, but we have them covered too! Heart of God Church (HOGC) members, who are either current university students or former graduates, put together a one-stop open house that showcased local universities, arts colleges and even international universities. Students received practical advice and connected with future university friends.



Our team mixed fun game shows with practical advice!

 hogc.sg/uniopenhouse



Faith, Character & Life Skills

Bible Study Month: Focusing on Faith



During our church-wide Bible study month, our members participated in modules that were customised to their demographics and aimed at progressing their walk with God.



Take a look at how we dedicated a month to delve deeper into the Word of God.

hogc.sg/biblestudy

For the 11 to 12-year-old teens, they also received a printed 19-day devotional, produced in-house to help them further grow in their faith.



Read heartfelt reflections from our teens after reflecting on the devotional!

hogc.sg/teensdevotional

Life Skills Levelled Up



Dr. Robi Sonderegger is an internationally recognised Christian clinical psychologist whose educational resources are used across 25 nations. He ran sessions to equip members with important life skills for their stage of life. Topics included mental resilience, practical communication skills and parenting.



Find tips on how to communicate effectively and build resilience here!

hogc.sg/drrobi

Youth Vacation Bible School



"Holy Spirit, Hearing from God, Fasting..." Check out other biblical concepts our youths learnt!

hogc.sg/vbs

How did 200 of our youths spend their holidays? Diving deep into the Word of God! The Youth Vacation Bible School is part of our Christian Education track. Its syllabus is designed to teach and grow our youths in their Christian faith and help them experience a stronger relationship with God.



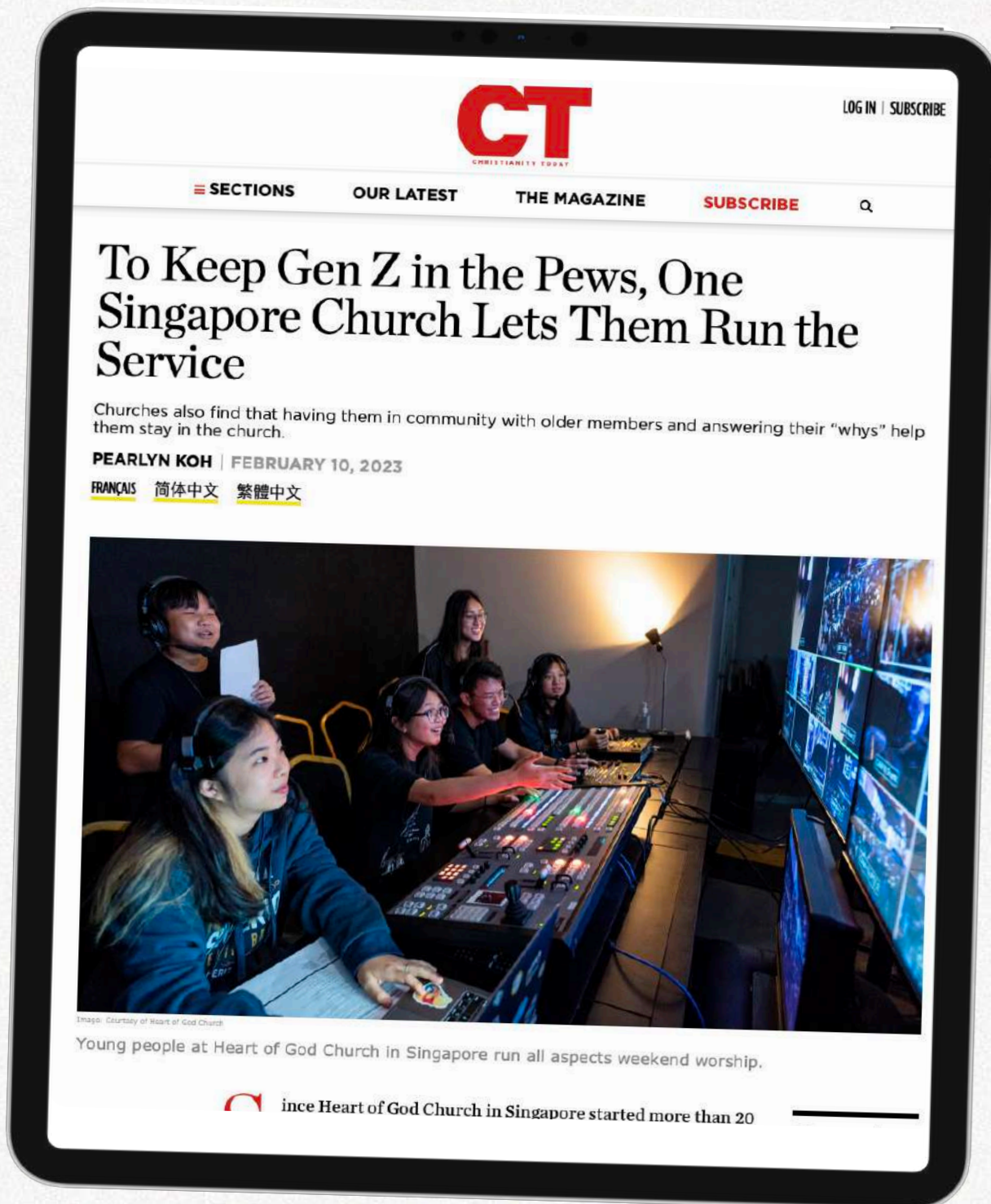
HOGC in Christianity Today

A look into how youths are invited, included and involved before they are influenced and impacted.



Read the full article:

hogc.sg/christianitytoday



Empowering Youths to Make a Difference

HOGC Assembled

In 2023, HOGC assembled in one venue for a day of epic church services. Our youth took centre stage, **shifting from running 1,000-pax services to services for 5,000 people** in Singapore Expo. More than an event, it was a chance for our young people to learn, train and lead at a whole new level.



Helping Youths from Challenging Backgrounds

Through the generous donations from HOGC members, **Heart Community Services (HCS)** has given out **\$334,000 in financial aid and scholarships** to over 180 members and their families in the past year.

Established in 2008, HCS provides financial and educational support, as well as social services to the local community. With HCS, young people in our church facing financial challenges receive pocket money, opportunity grants and scholarships.



Since receiving the scholarship and allowance from HCS, I've dreamed of giving back. Since then I've interned in the HCS department to help others with similar struggles! Thank you all who gave to HCS. Your generosity shows me I can be a giver too!
- Recipient of HCS

Youth can Make a Difference

Identity Resources Designed by Young People



A team of young people launched a new series of HOGC Identity Resources. This team was entrusted to lead every step of the process, from ideation and design to sourcing and production. The youngest team member was only 17 years old!



They even produced a video for it!

hogc.sg/idr

Basic Ministry Training: Never Too Young to Serve



Members as young as 11 can serve in ministry. To prepare them, they go through Basic Ministry Training (BMT) where they learn the heart and principles behind serving.



This is how our youth spent their June holidays!

hogc.sg/bmt



Teens Workshops: New Skills Unlocked

During YouCreate workshops, our 11 to 12-year-olds picked up new skills. They learnt coding, video editing, photography, dance and more!



Guess what else they learnt!

 hogc.sg/teensworkshop



HeartKidz Carnival

Children's Day was 🎉🎯🎮🎮... You name it, we had it – from huge bouncy castles to an array of games! Kudos to our volunteers who went all out to plan the biggest party of the year for the kids!



Creating a Safe Space for our VIPs... Youths!

TOPSIS Training



Safety will always be one of our priorities, especially for the youths! Several HOGC leaders, volunteers and frontliners from our Safety & Security Team trained with the Singapore Police Force (SPF) with the goal to adopt SPF's TOPSIS – a security enhancement programme for identifying potential threats and suspicious persons.

So if you're visiting our church, know that we're watching you. Just kidding!



How do we make our church premises a safer place for everyone?

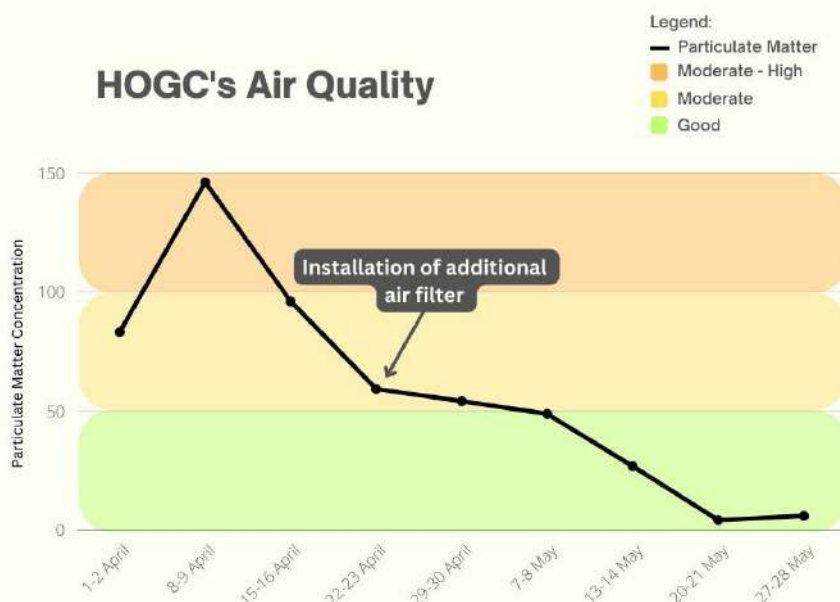
hogc.sg/topsis

Additional Air Filtration System



In early 2023, our Facilities Management Team installed a device to measure the air quality in our church. Based on the data, they worked with a specialist and installed an additional air filtration system.

HOGC's Air Quality



This has greatly improved the air quality! Even during peak periods like weekend services, we have been **achieving the best possible air quality according to the global air quality index.**

When life gives you haze 🌫️, you can breathe easy in church.

A Deep Bench of Leaders

Celebrating our New Master of Divinity Graduates

Raising GenerationS of strong leaders has always been one of our core commitments. We simply love nurturing the dreams of youths who want to lead.

As part of a carefully curated leadership programme, **we gave five of our homegrown leaders the opportunity to study their Master of Divinity at Oral Roberts University**, a globally recognised Christian university with a prestigious Bible school programme. And this year, we proudly cheered for them when they graduated with flying colours. Notably, the youngest member from HOGC to take the course was only 23 when she started!



Meet the new graduates!

 hogc.sg/orugrads



Inspiring All to LEAD

In February 2023, our Senior Pastors – Pastor Lynette, Pastor Charleston and Pastor Garrett – preached a three-part LEAD series for the entire church. Together, they covered 9 important characteristics of a leader!

Basic Leadership Training for Youths

Following the LEAD Series, we ran several sessions of Basic Leadership Training for our youths. Our young people participated in various case study discussions and friendly debates to boost their confidence in leading.



They don't teach this in tuition 🙄

 hogc.sg/leadershiptraining



SERVING THE COMMUNITY

Heart of God Church has a longstanding commitment to collaborate with our neighbours and make a difference in our local community together.

Forging Stronger Ties

This year, we are thankful for the many opportunities to collaborate and celebrate with our friends in the local community. We have regular interfaith initiatives with a variety of faith-based or charitable organisations, as part of our commitment to create an impact and grow with the community beyond our church.



Re-opening of Khalid Mosque



What an honour it was to be invited by Khalid Mosque to the official opening of their newly renovated mosque. Our friendship, which started back in 2016, was made stronger as our Heart of God Church (HOGC) youths went through a guided tour of their Heritage Gallery and had dinner after.

HOGC representatives meeting guest of honour Mdm Halimah Jacob, former Singapore President at the official re-opening of Khalid Mosque



HOGC youths hearing from guest of honour Mr Edwin Tong, Minister for Culture, Community and Youth and Second Minister for Law at the event

INConversation: A Dialogue on Inclusivity in Multicultural Singapore

We were proud to see our young people actively participating in dialogue sessions on inclusivity and multiculturalism led by the People's Association.

This was an amazing opportunity for our young members to have a deeper appreciation of our friends from different faiths and the racial, religious and multicultural harmony in Singapore.





HOGC youths with guest of honour Mr Fahmi Aliman, Mayor of South East District



Celebrating Chinese New Year with our Neighbours

Huat a delicious Chinese New Year lunch! It was wonderful ushering in the new year with friends from Geylang Serai Harmony Circle, including Nanyang Leow-Sih Association, Phor Tiong Koh Peng Association and Geylang United Temple.

Buka Puasa with Kampung Siglap Mosque



Guest of honour Mr Edwin Tong, Minister for Culture, Community and Youth and Second Minister for Law breaking fast with HOGC youths and friends from Kampung Siglap Mosque

Nothing like an evening of good food and amazing stories while breaking fast together with friends from Kampung Siglap Mosque!



Interfaith Tuition Programme - 7 Years On...

Since 2016, we have collaborated with our friends from Khalid Mosque to run our Interfaith Tuition Programme that supports students taking their major exams. In 2022, we expanded this collaboration to include Abdul Aleem Siddique Mosque. Aside from academic progress, these partnerships have built a lasting friendship between our youths and neighbours in the community.



Towards a More Caring Society



An Insightful Dialogue with Public Transport Council



It was an honour to be invited by the Public Transport Council for an engaging dialogue together with Caring SG Commuters.

During the session, HOGC staff, Randy, who was awarded the Richard Magnus Award for the Outstanding Caring Commuter for helping to resuscitate a fellow commuter who collapsed on an MRT Train, shared the story behind his act of heroism. Our members learnt more about caring commuter initiatives through the interactive session.



Watch Randy's sharing and highlights of the session!

hogc.sg/CaringSGCommuters



Guest of honour Mr Baey Yam Keng, Senior Parliamentary Secretary, Ministry of Sustainability and the Environment & Ministry of Transport with HOGC youths

A Helping Hand to the Community

Refereeing for Harmony Futsal Challenge

This year, we supported South East Community Development Council in running Mr Fahmi Aliman, Mayor of South East District's Harmony Futsal Challenge for the young people in the community. HOGC volunteers served in various roles, from emceeing to refereeing for the games!



Our team of referees with guest of honour Mr Fahmi Aliman, Mayor of South East District



Ensuring Traffic Safety at Geylang United Temple's Anniversary Event

HOGC volunteers helped with traffic safety control at Geylang United Temple's 45th anniversary event.



Our team of traffic ushers with guest of honour Mr Fahmi Aliman, Mayor of South East District



Caring for the Underprivileged

Christmas with Morning Star Community Services



MASIID KHALID

We came together with friends from Lions Clubs of Singapore Arcadia & Lotus, Khalid Mosque and Hapicool to celebrate Christmas with the children at Morning Star Community Services. To mark the season of giving, HOGC volunteers organised games for the kids and gave them Christmas presents!



Project Smiles

With the mission to bring more smiles to the community, 160 HOGC young adults packed and distributed care packages to more than 200 beneficiaries from low-income households on New Year's Eve 2022! This was in partnership with South East Community Development Council, Phor Tiong Koh Peng Association and Thye Hua Kwan Moral Charities.

We ran Project Smiles a second time in April 2023. Another 164 young adults from HOGC packed and distributed food hampers to 300 low-income families. It was indeed a meaningful experience to get to know each family and hear their stories.



MAKING A GLOBAL IMPACT

Heart of God Church believes in equipping pastors and leaders to build their churches younger and stronger. Thousands of pastors and leaders across 40 countries and regions have heard the message of GenerationS and Strong Church.



GenerationS Pastors Conference: Equipping Churches Globally

A strong church is not what you see on stage but what you feel offstage and backstage. This was one of many principles that came to life for the delegates at the GenerationS Pastors Conference 2023!

On top of that, the delegates witnessed first-hand how youths lead youths and how they are trained and empowered. They also listened to the dreams and stories of Heart of God Church (HOGC) members on the ground!

The 5-day conference saw many principles taught and friendships forged. But beyond that, hearts were also captivated to apply the systems and processes learnt at the conference to raise young people and build GenerationS of leaders in their own countries!



Don't take our word for it, hear from the delegates themselves!

hogc.sg/GPC2022



"I think one of the great things about this conference is that you will obtain practical tools. You're not just going to be inspired, you're going to be equipped with the tools you need to build a Strong Church."

- Sam Long, Lead Pastor, Nova Church Adelaide (Australia)

GenerationS Transcends Borders and Cultures

Global Chinese Alpha Conference

Alpha has impacted more than a million people worldwide. Thousands of pastors and leaders gathered at the Global Chinese Alpha Conference to be inspired, equipped and empowered for the global Chinese community.

During one of the sessions, Pastor How shared the message of GenerationS and for those eager to delve deeper, GenerationS Vol.1 in Chinese was made available. We also hosted a follow-up session at our church where Pastor Lia imparted key principles on discipleship.



GenerationS Across Thailand

God has opened many doors for the message of GenerationS to impact Thailand. In March, a HOGC team shared at the Great Commission Alliance (GCA) Camp attended by key pastors and leaders across the country.

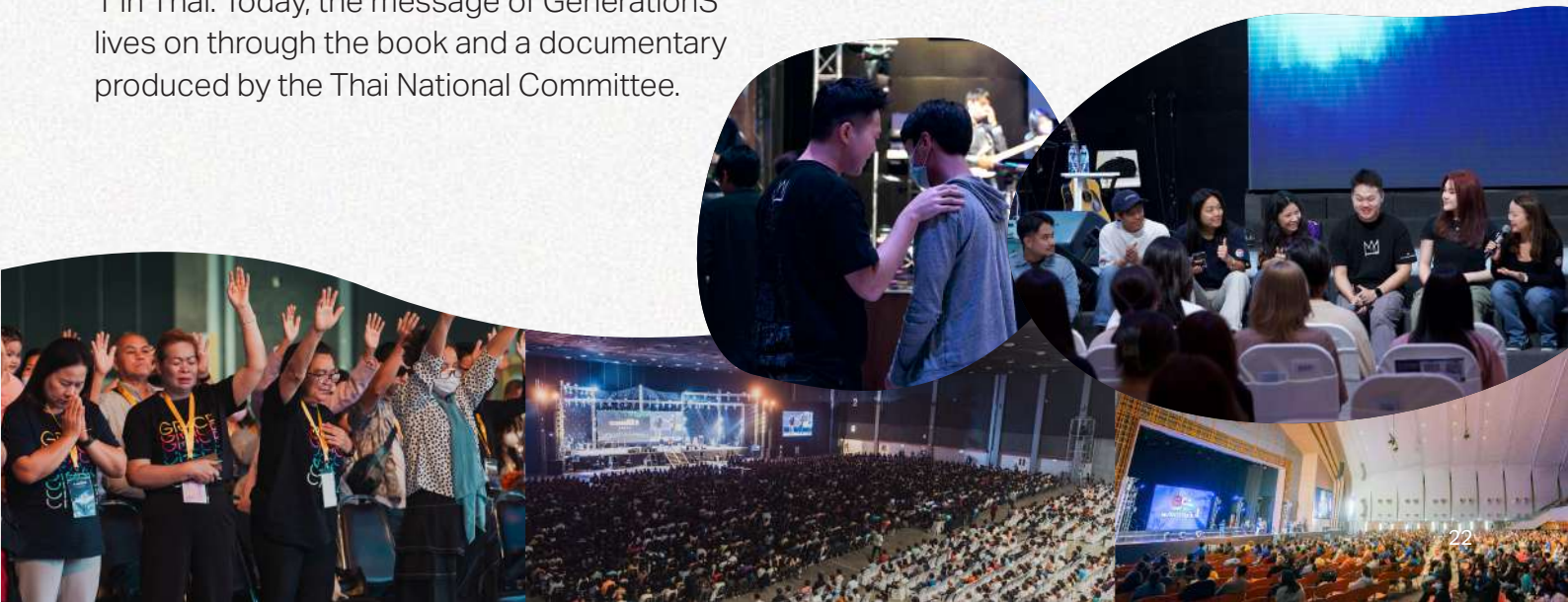
The following month, we sent a team to Congress 9, a once-in-5-years conference organised by all the major Christian denominations and movements in Thailand. Each of the 5,000 pastors and leaders present was resourced with a copy of GenerationS Vol. 1 in Thai. Today, the message of GenerationS lives on through the book and a documentary produced by the Thai National Committee.

Later in the year, our youth leaders also conducted training sessions for over 200 youth leaders from churches in Bangkok. Running everything from service operations to worship, they shared principles from the GenerationS book and personal testimonies of empowerment in our church.



Witness GenerationS in action in this documentary... all in Thai!

hogg.sg/thaidocumentary





Reaching the NextGen in Indonesia

Pastor Lia and a team brought the message of GenerationS to Indonesia at the NextGen Conference, one of the biggest youth pastors and leaders conferences in the country. She shared mindset-shifting insights and practical

principles on reaching young people, delivering a timely message for churches seeking direction post-pandemic. GenerationS Vol. 1 in Bahasa was also available as a resource for those looking to deepen their understanding.



GenerationsS Gaining Momentum in Australia

Pastor Garrett brought a team and shared the GenerationS message at Youth Alive, Australia's largest Christian youth movement focused on training and nurturing future youth pastors across the country. Many responded to the call and were inspired to build GenerationS in their churches.

Bringing Transformation to the Latin American Church

HOGC supported Reverend Emilio Reyes, Vice President for OneHope (Latin America) who ran conferences in Guatemala and the Dominican Republic. GenerationS was so well-received, leaving a significant impact on many attendees.



HOGC Missions

Continued Support for Destiny Grace Home Orphanage in Myanmar

Over the last 17 years, HOGC has supported Destiny Grace Home (DGH), an orphanage in Myanmar. Through the years, our mission teams have made multiple visits for various purposes – from providing means for the orphanage to foster the children’s holistic development to serving the needs of the local community.



Helping Ukraine’s Youth & Homeless

Since the start of the crisis in Ukraine, HOGC has been providing fast and timely support for our Ukrainian friends and their families.

Our ongoing financial aid to Ukraine churches and Christian humanitarian organisations has helped with:

- Securing buses for evacuation of women, children and orphans
- Procuring essential medical supplies for hospitals
- Providing food and necessities to the elderly and young people
- Setting up shelters for the homeless and needy
- Assisting in smooth resettlement of refugees

In addition, our pastors and youth leaders have initiated Zoom calls with the Ukrainian youths to pray with them and provide comfort and encouragement during these difficult times.





Praise and Worship with World-Renowned Musicians

Lights. 📷 Camera. 🎵 Music. 🎶

Add our musician friends from overseas, and praise and worship hits different indeed!

We were happy to be joined by our friends from around the world who led worship during our weekend services:

- ✔️ Grammy-winning singer-songwriter, **Matt Redman** and his band
- ✔️ **Bethany Wohrle** and **Christopher Wohrle** from Bethel
- ✔️ **Martin Smith**, frontman for the Christian rock and worship band, Delirious?
- ✔️ **Elle Limebear**, a singer-songwriter whose songs have charted internationally
- ✔️ **Stream of Praise** (讚美之泉), a well-known worship ministry in the Mandarin-speaking world



ABOUT US

After two decades, we continue to empower youth by creating an environment where they can realise their purpose and potential.





Our History

Heart of God Church (HOGC) was founded in 1999 by Senior Pastors Tan Seow How (Pastor How) and Cecilia Chan (Pastor Lia). Pastor Lia started the first teens group with 9 youths, which grew to thousands of young people, including our next generation of homegrown senior pastors.

Across the church, the average age is 23 and young people lead and run virtually everything. We believe that youth are leaders today, not just tomorrow.

Our Vision



Raise up GenerationS of people who will give God the best years of their lives, and God will use these GenerationS to impact all levels of society and all walks of life.





HEART OF GOD CHURCH

SENIOR PASTORS & PASTORS



Looking Forward

This was a significant year for HOGC as we **promoted three new homegrown senior pastors**. With five senior pastors leading the church concurrently, we will continue to build our 3-Generation Senior Pastor Model. Additionally, we **licensed and commissioned four new pastors**. With added diversity of experience and expertise in our Leadership Team, we look forward to serving others in church and in the wider community.

As a youth church, we remain committed to staying relevant and adaptable. We will continue to run events and activities to **nurture and develop our youth holistically, fostering their faith, character, leadership and skills**.

We stay passionate about building stronger relationships with our community. This is in an effort to **champion interfaith harmony and social cohesion, especially among the youth**. Locally and globally, we hope to stay a **vibrant learning community**, welcoming like-minded people and organisations to share ideas and experiences in building the next generation.

Looking forward to the year ahead, we are excited and expectant for all that God has in store for us.



GOVERNANCE



Heart of God Church has built strong corporate governance, an established system of leadership succession and a diverse and inter-generational leadership that ensures nimbleness and adaptability to today's evolving challenges.

A Governance Structure for Present & Future Generations

Heart of God Church (HOGC) prioritises strong corporate governance, and high standards of financial accountability and stewardship.

HOGC's primary objectives are meeting the spiritual needs and development of its members, sharing the gospel and being a blessing to the community.

The Board of Directors and Executive Leadership Team work hand in hand with the Council of Pastors to safeguard both the operational and spiritual governance of the church for present and future generations.

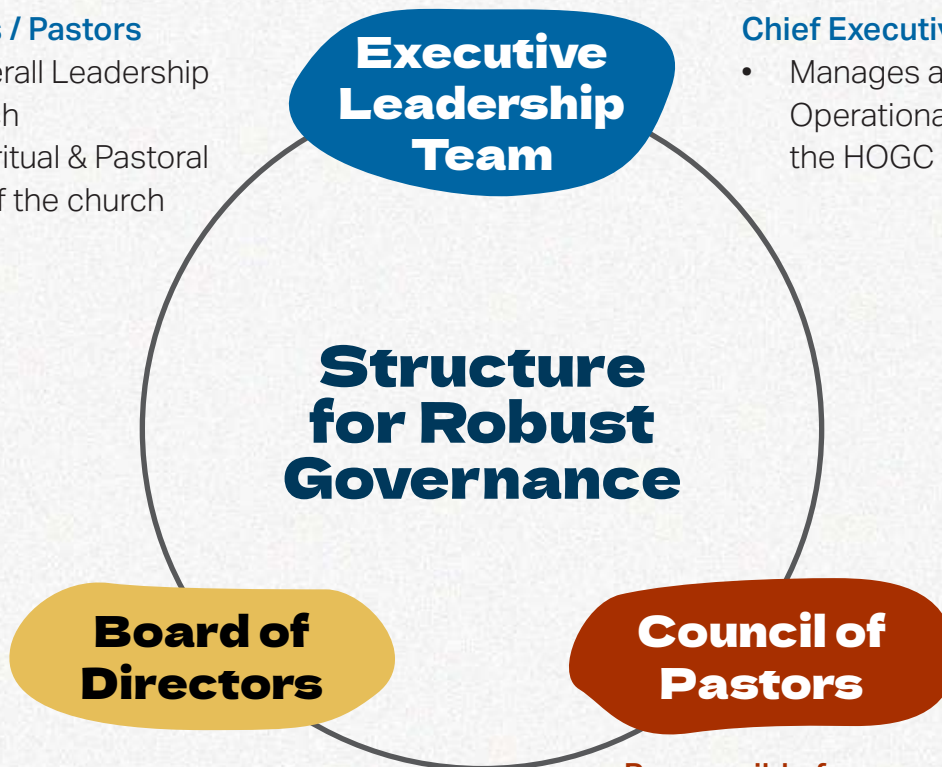
The main governing instrument of HOGC is its constitution, which sets out a governance structure as illustrated below.

Senior Pastors / Pastors

- Provide Overall Leadership of the church
- Provide Spiritual & Pastoral Oversight of the church

Chief Executive Officer

- Manages all Business & Operational aspects of the HOGC Group



Responsible for


- Overall Governance
- Regulatory Compliance
- Financial & Property-related matters

Responsible for

- Licensing and Ordination of Pastors
- Training & Development of Pastors
- Upholding Doctrine and Theology of the church
- Accountability of Pastors, including Code of Conduct

Partners

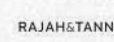
Bank

 DBS Bank Ltd

Auditors

 RSM Chio Lim LLP
(Certified Public Accountants)

Lawyers

 Rajah & Tann LLP



How do we Ensure Long-term Board Effectiveness?

The Associate Board

To ensure succession planning and longevity of the Board, an Associate Board was formed in 2021 to build a **Deep Bench for Board members**.

The Associate Board comprises younger leaders who are invited for Board meetings and involved in various aspects of Board work for both exposure and training. They are appointed by the Board and do not have any voting rights or fiduciary obligations.



Evaluating Board Effectiveness



Board Training



Succession Planning

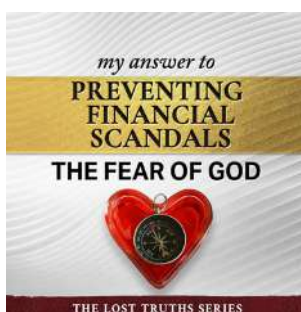


Conflict of Interest Policy



Read more about Board Governance on our website

hogc.sg/boardgovernance



"While secular leaders have external controls, godly leaders also have eternal and internal controls - the Fear of God." - Pastor How



Pastor How explains the best form of accountability in, My Answer to Preventing Financial Scandals: The Fear of God.

hogc.sg/fearofgod



Board Governance

Board of Directors for FY 2022-2023:

- Elected at the 24th Annual General Meeting (AGM) held on 4 Dec 2022
- Serve on a voluntary basis and **receive no remuneration or benefits** for their board services
- Hold regular board meetings (once a quarter) throughout the year to attend to the affairs of the church. All directors attend board meetings unless they are overseas.

Sub-Committees




The Constitution empowers the Board to establish Sub-Committees to assist it in running HOGC.

1. Appointment & Nomination
2. Audit & Risk
3. Building
4. Finance
5. Investment
6. Governance & Compliance
7. Grants & Disbursements
8. Human Resource
9. Programmes & Services



Read the terms of reference
for our sub-committees

 hogc.sg/subcommittees

Board of Directors

President

Tan Seow How

Senior Pastor & Founder | HOGC

Board member of HOGC since 1999

(President since 1999)

Vice-President

Cecilia Chan

Senior Pastor & Founder | HOGC

Board member of HOGC since 1999

(Vice-President since 1999)

Secretary

Jacob Tan

Former Squadron Commander

Republic of Singapore Air Force

(with more than 25 years of experience)

Former Aircraft Commander

A Renowned International Airlines Group

(with more than 15 years of experience)

Former Consultant | Defence Research Agency

Board member of HOGC since 2014

(Secretary since 2016)

Treasurer

Ong Teck Chuan

Former Deputy Director

Public Service

(with more than 30 years of experience)

Former Consultant | Statutory Board

Board member of HOGC since 2017

Members

Leong Jin Chiew

Regional Legal Counsel, Asia Pacific |

Japanese MNC

*Board member of HOGC between 2003-2016, since 2021
(Secretary between 2005-2009, Treasurer between 2010-2013)*

Martin Wong

Former Deputy Commanding Officer

Singapore Police Force

Founder / Director

An Established Chain of Educational Centres with Branches Across Singapore

Board member of HOGC since 2007

(Secretary between 2010-2013, Treasurer between 2014-2017, 2020-2021)

Eileen Ng

Former Lawyer and Polytechnic Law Lecturer

Business Owner / Consultant

Providing consultancy and training in Governance and Data Protection

Board member of HOGC between 2007-2009, 2014-2015, since 2018

(Secretary between 2014-2015)

Eugene Soo

Executive Director | Financial Advisory Firm

Board member of HOGC since 2016

Leonard Leng

Doctor

In a private primary healthcare group

Board member of HOGC since 2018

Lynette Goh

Senior Pastor | HOGC

Board member of HOGC since 2018

Randy Lai

Assistant Vice President | Leading Social Enterprise in Singapore

Board member of HOGC since 2022

Regine Tan

Chief of Staff | HOGC

Former Regional Manager, Asia Pacific | US MNC

Board member of HOGC since 2022

HOGC Group and its Subsidiaries

The HOGC Group comprises HOGC and its 4 subsidiaries which are all incorporated in Singapore:

- i. Imaginarium Media Pte Ltd
- ii. Sentinel Tech Pte Ltd
- iii. Empower Consulting Pte Ltd
- iv. Generations Pte Ltd

The CEO of the HOGC Group manages the business, finance and operations of the group through the General Managers of the church and the subsidiaries, and is accountable to the HOGC Board.

The shareholders and directors of the subsidiaries acting on behalf of HOGC are trustees approved by the Executive Members at the HOGC Annual General Meeting. These shareholders hold their shares on trust for HOGC by way of a Trust Deed. They receive **no profits or benefits** for their respective roles.

HOGC has never had the intention nor desire to get into business. Business entities were required in order to have non-exclusive limited religious use of industrial space.

Chief Executive Officer of HOGC Group

Garrett Lee

Working in HOGC since Aug 2009. With over 20 years of ministry experience, he has overseen more than 22 departments and ministries, and played an instrumental role in developing strategies, processes and structures for excellence, keeping the church on the cutting edge.

Appointed as CEO of HOGC Group in Nov 2019.

Chief Operations Officer of HOGC

Tan Jian Ming

He was General Manager of HOGC since 2014, and has over 15 years of experience overseeing key areas including Guest Experience, Safety & Security to Premises & Facilities Management, encompassing 14 departments and ministries. Appointed as Chief Operations Officer of HOGC in Aug 2022

These subsidiaries also provide support and services to meet the needs of the church and the community.

To ensure strong governance, our guiding principles to the corporate structure of the HOGC Group are as follows:



Transparency

All accounts of subsidiaries are consolidated under the HOGC Group accounts.



Disclosure

Full disclosure of accounts of subsidiaries is made at the HOGC Annual General Meeting.



Simple and Straight-forward

There are no loans or bonds between HOGC and its subsidiaries.

How does HOGC use its Finances?

General Fund

This helps HOGC's operational needs, which includes running in-person and online services.

Heart Community Services

Established in 2008, Heart Community Services (HCS) is a fund that provides financial, education and social services to the local community.

Through HCS, pocket money, opportunity grants and scholarships are disbursed to young people from less well-to-do backgrounds, or whose families are going through a financial crisis.

Missions Fund

Our Missions Fund supports the local and overseas mission work of HOGC. We partner with organisations that have projects which make lasting impact. These include providing humanitarian assistance and aid to disaster relief work.

Building Fund

As HOGC does not have premises of its own, the Building, Equipment and Rental Fund (BF) is necessary to cover the rental, maintenance and renovation expenses of its current premises, as well expenses to secure future premise(s). It is funded by the members of HOGC through a voluntary pledge fulfillment.

GenerationS Fund

The GenerationS Fund supports the advancement of the cause of GenerationS in HOGC and globally.

To find out more, head to GenerationSmymt.com

You may access the Audited Financial Statements of the HOGC Group at the Charities Portal.

Policies



Volunteer Management and Safety

Church Safety & Security Policy
Youth Safety & Security Policy
Children Safety & Security Policy
Volunteers' Code of Conduct
Leaders' Code of Conduct



Youth Development

Youth Development Policy



Personal Data Protection

Privacy Policy



Religious Harmony

Religious Harmony & Community Policy

Accountability and Transparency

Whistleblowing Policy

Financial Stewardship

Reserves Policy



Check out our policies on our governance page

 hogc.sg/policies



Singapore Unique Entity Number
S99SS0059K

Registered Address
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