

 HEART OF GOD CHURCH

ANNUAL REPORT

JULY 2024 - JUNE 2025





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OUR YEAR IN SUMMARY



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Building a Strong Generations Church



Over
7,400
hours training
young people

Training in character, leadership,
and skills happens all year round.
We logged over 7,400 training hours
in just one weekend!

500
connect
group leaders

A strong church is built by strong
leaders. This year we celebrated a
significant milestone of having
500 connect group leaders!



Article

Outreach Magazine shares how Heart of God Church
empowers and disciples the next generation



HOGC.LINK/
AR-OUTREACH

Serving the Community



In the past year
we sowed

4,020

man-hours towards
community initiatives

Heart Community Services gave

\$504,000

in financial aid and scholarships
to 145 members and
their families

Equipping Pastors & Churches Globally



Over

2,700 PASTORS
FROM
61 COUNTRIES

have attended the
GenerationS Pastors Conference
to date

The story of
Heart of God Church is now in
9 languages

 English	 中文	 Português
 Deutsch	 Español	 Українська
 Русский	 ภาษาไทย	 Bahasa Indonesia



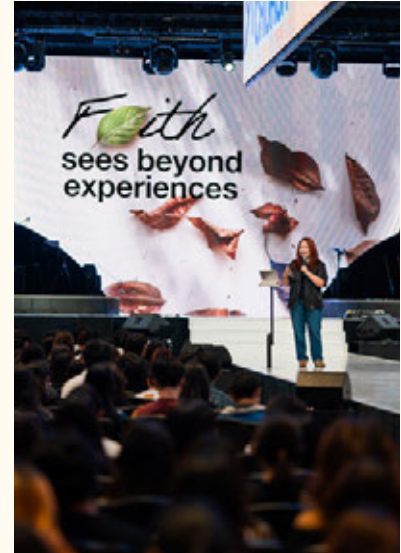
GROWING TO THE NEXT LEVEL

Our members have developed holistically in their faith, character, skills and creativity.
On top of our usual services, we had specialised trainings and Christian Education courses.



Sermons that Build our Faith and Character

No matter what season or stage of life we're in, our pastors' messages ground us in the timeless truths of God's Word. Every week, we are challenged and inspired to navigate life with faith, live with purpose, grow in our character and be Others-centred.



Diving Deeper into the Word of God

We dedicated an entire weekend to completing courses in our Christian Education Track. This reinforced the fundamentals of our faith and challenged us to keep progressing in our walk with God.

This year, we launched **Level 2: Doctrines** from our Christian Education Track, featuring the core module “The High Call of God” – an intensive 4-hour teaching adapted from Dr David Shearer. New members completed **Level 1: Faith Essentials** to build the foundations of their Christian faith.



Vacation Bible School

280 university students dived deep into God’s Word – learning about the Doctrine of Salvation, The Great Exchange on the Cross and Bible History.





We celebrated Heart of God Church members who made the significant decision to be water baptised – many of them first-generation Christians! In total, 140 members were baptised. Read stories of siblings, children and parents taking this step together!



"From siblings who were always fighting, we're now the best of friends!"

Grace, Christopher & Emy



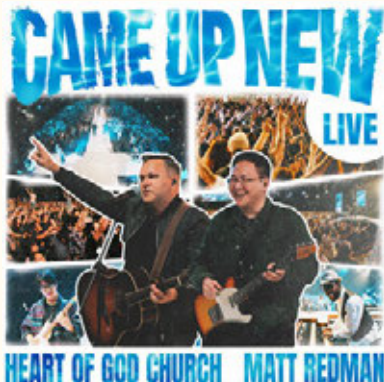
"Today is one of the happiest days ever, my kids and I are getting baptised together!"

*Joanne with her sons,
Ravion & Davier*



"Thank you sis for praying for me to encounter God! Today, we're declaring our faith in Jesus together!"

Simin & Si Hong



Song for Water Baptism

In 2024, we collaborated with Grammy Award-winning singer-songwriter Matt Redman to release *Came Up New*, a song celebrating water baptism. Check out the Live version recorded in Heart of God Church!



HOGC.LINK/AR-CAMEUPNEW

Building People, Strengthening the Church

During Pitstop & Training Weekend, we paused services for one weekend to push ourselves to the next level. Ministries and departments held over 90 trainings to sharpen their skills and raise leaders.



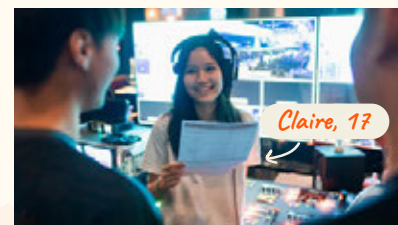
Pitstop & Training Weekend was a great opportunity for more youths to rise up and lead teams!



Service & Events Lead
Coordinated communication across ministries during the service.



Photography Youth Lead
Led a team of photographers that weekend.



Live Feed Directors
Directed 16 cameras during the services.

“ Pitstop & Training Weekend is designed to be a pitstop to prepare for the next lap. It's not to take a break, **but to break out of the cycle and break through to build a Strong church.** ”



Pastor How

Parenting at the Next Level

We ran parenting courses with renowned Christian clinical psychologist, Dr Robi Sonderegger. Parents were equipped with biblical principles and practical tips for raising godly kids – from toddlers all the way to teenagers!



Making Room for the BABY BOOM



SMILEEEEEEE!



MAKING FRIENDS!

When God said, “Be fruitful and multiply”... we took it literally! 🌱 To meet the growing needs of the church, our pastors and team interviewed many parents and spent a month renovating our existing Baby Space. New and improved amenities created for our young families include:



Larger Baby Space



More Nursing Rooms



More Diaper Changing Stations



Family Restrooms





Church is where
friends become family
and family become friends

CHAMPIONING YOUTHS

empower
young people!



youth are
leaders today!

In Heart of God Church, we believe in, empower and release youth into their calling. We see young people as strong arrows to be launched into greatness!

Psalms 127:3-5

Behold, children are a heritage from the Lord, the fruit of the womb is a reward. **Like Arrows in the hand of a warrior, so are the children of one's youth.** Happy is the man who has his quiver full of them...

Pastor Lia shares more in her message *Ministry of Arrows: Raising Strong Disciples for a Strong Church*



HOGC.LINK/
AR-ARROWS

“From Your Generation Onwards it will be Different...”

Father's and Mother's Day can be an awkward and difficult time for young people who come from incomplete families. But over the years, this awkward day has become a special one.

The youths look forward to receiving personalised letters, cards and gifts from Pastor How and Pastor Lia. Most importantly, it has shown them a glimpse of their Heavenly Father's heart.



Father's and Mother's Day letters, cards and gifts through the years



“For the past 2 decades, we’ve given a gift to these youths on Mother’s and Father’s day. A gift, together with a card, letter, or even a voice note lets them know that they are not forgotten.”

- Pastor How & Pastor Lia

”

Check out the letter Pastor How wrote last year!



HOGC.LINK/AR-BREAK-THE-CYCLE

Giving Hope to Youths in Need

Loving and looking out for our youths from challenging backgrounds is always on our hearts. Since 2008, Heart Community Services (HCS) has provided financial aid, educational support and social services to the local community.

Many of these young people have since grown up and some volunteer in the HCS department to help other youths with similar struggles!

heart
community services

**Gave \$504,000
in Financial Aid and
Scholarships to
145 Members and
Their Families**



“When my dad, our sole breadwinner, had an accident and couldn’t work, I was terrified we wouldn’t make ends meet. **HCS stepped in immediately with a monthly allowance, and I was so relieved I could finally sleep at night.**”

- HCS beneficiary

“The HCS scholarship got me through university. Out of gratitude, I volunteered in the HCS department to help other youths who are struggling. **To all who gave, your generosity inspired me to give back!**”

- HCS beneficiary

Church is our Home

Our heart has always been to build our church like a Home for the youth.

More than just the weekend services – it's a safe space for them to have fun, grow in their walk with God and study. It's where they find a wholesome community, build real friendships and "do life" together.



2★
25

For our VVIPs... The Kids!

We believe maturity does not come with age, but with the acceptance of responsibility. That's why HeartKidz services go beyond fun and games to build godly character and create opportunities for children to lead and serve. This is where they put good values into practise and discover their God-given potential.



A Devotional for our Teens

Driven by a desire to see our 11 to 12-year-old teens grow spiritually, our leaders created a hardcopy devotional just for them. It was designed to build their character and walk with God, and many have already completed it.

A teen shared his reflections from the devotional:



Questions
What are some areas in your life where you can obey Jesus?
- Everyone is blessed by God's grace. The same way God forgives me, I can forgive others and don't hold a grudge.
- I can have integrity and do the right thing even when no one is watching.
- I will follow the Ten Commandments.
- I'll do things willingly and watch my attitude in school, at home, in church and everywhere.
- There are many things I can do to obey Jesus, but some I don't know. So I'll keep praying and ask God how He wants me to obey Him!

Faith, Fun, Friends for Students

What goes down in our Youth, Pre-University and University camps:

- ✓ Time with God to pray and read the Bible
- ✓ Competitions and games
- ✓ Prayer and worship
- ✓ Late-night suppers with friends
- ✓ Revival Nights to build faith and character



“Youth camps are a staple of every school holiday – a time where youths not only have fun, but more importantly, they grow deeper in their walk with God and they’re built in their character and convictions!”

- Pastor Lynette

”



Academic Excellence & Holistic Development

What does success mean to you? 20 years on, our Academic Excellence and Holistic Development programme continues to empower students to Do Good and Do Well – excel in school, have great family relationships and volunteer in church, all at the same time.

Pastor Lynette shared with the youths ways to create winning habits in life – by planning, preparing and practising.



Every year, we celebrate youths who do good while doing well in the national examinations!



Putting the 'A' in Academic Excellence

To help students ace their major exams, our tutors gave them an extra boost through specially prepared lessons. They even created study notes and test papers to help the students practise subjects such as Chemistry, Mathematics and Economics!



Youth Media Training School

Youths were trained in these ministries:

- | | |
|-----------------------|----------------------------|
| 📺 Live Feed | 🖋️ Slides |
| 💡 Lights | 🎨 Interactive Media Design |
| 🗂️ Event Coordination | 🖥️ Motion Graphics |
| 🎥 Visuals Production | 🖼️ Sermon Illustration |

...and more! They were empowered to put the skills they learnt into action!



Sustainability & Stewardship in Action

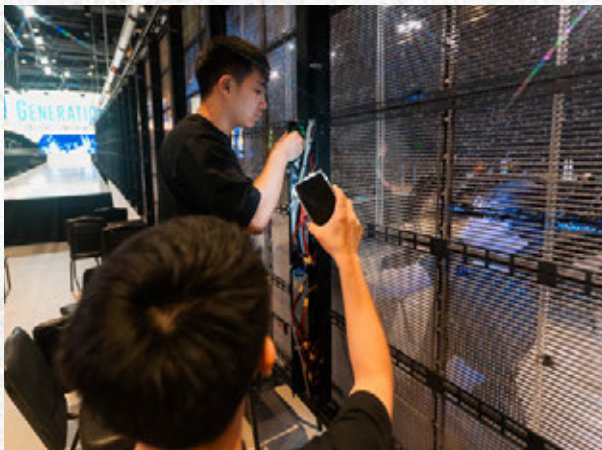
We cultivate environmental stewardship and resourcefulness in youth. When our decade-old LED screens broke down, instead of opting to replace the screens, the young people took the initiative to be creative problem-solvers.

They researched and developed the technical skills to repair the screens, extending the equipment's life and reducing e-waste.

We also have green initiatives including recycling plastics and cardboard, as well as research into energy-saving measures.

Did you know?

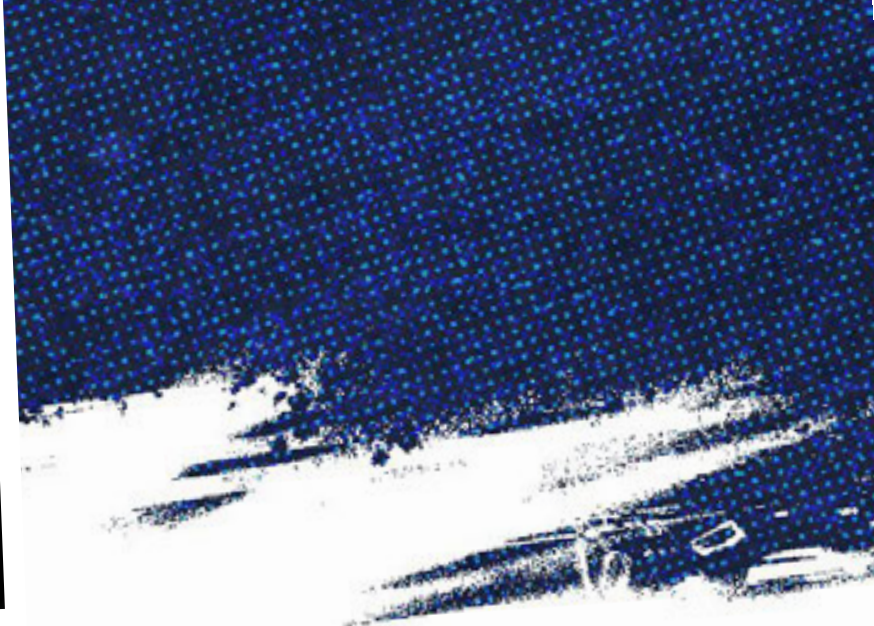
We collected and recycled 394kg of plastic bottles and cardboard in a year.





Elevating Creativity to the Next Level





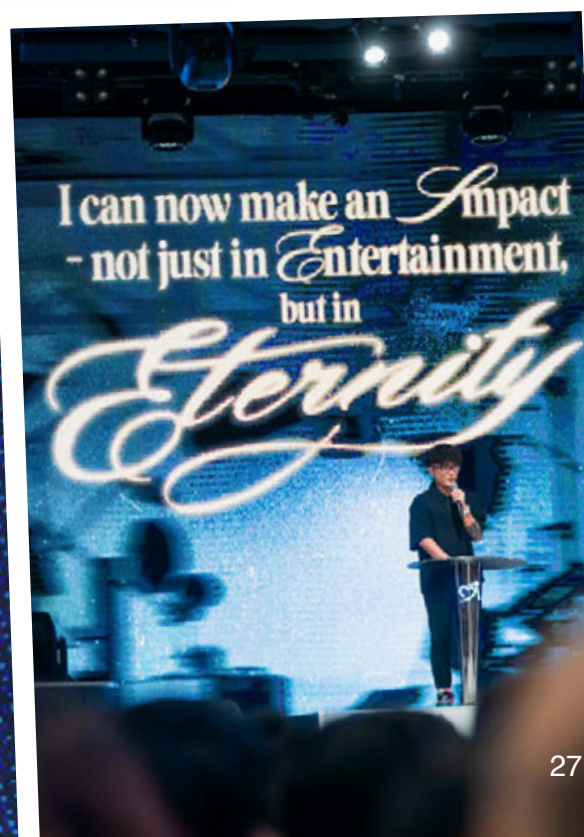
In line with HOGC 5.0 – Stories, Creativity & Innovation, we launched our EXperimental & Innovation Team (EXIT), where young people are free to colour outside the lines, free to experiment and free to fail...

We inspire the youth to be creative while being grounded in strong moral values. Their core conviction: to make a difference in the world, you must first be different. Here, their creativity builds eternity and their imagination finds meaning.

As a church, we will invest even more in creativity and empower the next generation to use their imagination for a greater purpose.



The creative team of 15 to 25-year-olds designed all the visuals to create this worship experience of the song *So Will I*!



Youth are Leaders Today, Not Just Tomorrow

In Heart of God Church, leadership is not about age, but maturity and character. Youths as young as 12 years old go through basic and advanced leadership trainings. Many are leading in their ministries and departments.



"Leaders are built, not born.
Young people have the potential to
be leaders in Heart of God Church.
Each young person is disciplined,
developed and trained in-house."

- Pastor Charleston





Empower the Youths, Don't Entertain Them

13-year-olds can plan and run youth camps for hundreds.

14-year-olds can be sound engineers.

15-year-olds can be media operations directors.

16-year-olds can preach in a connect group.







SERVING THE COMMUNITY

Our commitment to the community is rooted in the Christian call to love our neighbours and seek the peace and prosperity of our nation.

This is why for the past decade, we have been building bridges by partnering with neighbouring mosques, temples and other community organisations. Together, we organise non-religious initiatives that serve the common good, such as interfaith blood donation drives and tuition programmes for students from challenging backgrounds.

We have made a positive impact and are excited for the next decade of serving the local community together!

To date,
we have run

145

interfaith events
with our partners



Building Racial & Religious Harmony

Interfaith Blood Donation Drive: 7 Drives & Counting

When people of different faiths donate blood together, they do more than save lives – they build unity. This is the heart behind our Interfaith Blood Donation Drive. Over the years, we've taken turns with our neighbouring mosque to host the drive at our respective premises.



Mr David Neo, Acting Minister for Culture, Community and Youth and Ms Diana Pang, MP for Marine Parade-Braddell Heights GRC were guests of honour at our 7th Interfaith Blood Donation Drive on 20 June 2025.



Our 7th Interfaith Blood Donation Drive held at Khalid Mosque.



We welcomed Coordinating Minister for National Security and Minister for Home Affairs Mr K Shanmugam at our 6th Interfaith Blood Donation Drive on 30 October 2024.



Did you know?

Our drives have had more than 1,000 donors and collected 310 litres of blood – potentially saving over 2,000 lives!

Jointly organised by



Supported by



Youth Fireside Chats with Minister K Shanmugam

We were honoured to have Coordinating Minister for National Security and Minister for Home Affairs Mr K Shanmugam, join us for two fireside chats in October 2024 and March 2025.

We talked about the progress Singapore has made over the years and how youths can contribute to nation-building. The youths left the sessions grateful for what we have and inspired to play a part in shaping our nation's future.



Youth Fireside Chat





Speaking at the International Conference on Cohesive Societies

Alex Low may look like an ordinary university student, but he's the co-founder of InterfaithSG, a youth initiative advocating interfaith harmony through action.

He was invited to represent Heart of God Church as a panellist at the 2025 International Conference on Cohesive Societies (ICCS), where he shared a powerful speech with over 1,100 international policymakers, academics and leaders: **true harmony is built on a foundation of genuine friendship across faiths and cultures.**



At ICCS with Minister for Law and Second Minister for Home Affairs, Mr Edwin Tong.



"We're so proud to see our youth leader Alex taking the stage as a speaker. Truly, young people can make a difference in building racial and religious harmony and a stronger future together."

- Pastor Garrett

"Over the years, I was believed in and given many chances to serve and lead in church. That developed my skills and confidence to make a difference in our community."

- Alex Low, HOGC youth leader and co-founder of InterfaithSG



Watch Alex's sharing during ICCS



HOGC.LINK/
AR-ICCS

Building a Safe Community

HOGC x Singapore Police Force

Heart of God Church was one of the first religious organisations to implement TOPSIS – the Singapore Police Force’s best-in-class security enhancement programme.

To recognise our efforts in adopting the programme, we received the TOPSIS High Commendation Award from the Singapore Police Force and the Singapore Civil Defence Force.

We were also invited to speak at a security workshop and train leaders from 20 organisations, such as the Islamic Religious Council of Singapore (MUIS), SMRT, Land Transport Authority, National Library Board, Ng Teng Fong General Hospital and more!



Guarding Against Religious Extremism

As part of our Active Defence syllabus, our young people received training to understand religious extremism. The session also equipped them to recognise signs of radicalisation in the people around them, and respond appropriately if they encounter extremist content.



Pastor Martin, HOGC's Safety & Security Director and former Deputy Commanding Officer with the Singapore Police Force, conducted this training.

Helping Those in Need

Project Lightbulb

Since 2023, we have been providing free weekly tutoring to youths in the community through Project Lightbulb, our initiative supported by the Ministry of Social and Family Development.



HEART OF GOD
CHURCH



MSF
MINISTRY OF
SOCIAL AND FAMILY
DEVELOPMENT

Parents share how Project Lightbulb has reignited their children's love for learning

"The coaches have done a great job in connecting with the students!"

"My daughter's grades have improved!"

"My kid wants to come weekly!"



Going the Extra Mile

Alongside thousands of volunteers, our members clocked in steps at the NTUC Fairprice Walk For Rice* @ South East 2024. For every 300 metres walked, NTUC donated rice to the low-income families in the south east!



Lending a Helping Hand to our Neighbours

This year, our traffic ushers were back on the ground helping over 1,000 guests cross the road safely at Geylang United Temple's 47th Anniversary dinner and Nanyang Leow-Sih Association's 30th Anniversary Mid-Autumn celebration.



Geylang United Temple



Nanyang Leow-Sih Association



Celebrating our Neighbours

Breaking Fast with Friends at Khalid Mosque and Darul Aman Mosque

We basked in the kampung spirit as we broke fast with our friends at Khalid Mosque and Darul Aman Mosque at the end of Ramadan. Regardless of race or religion, everyone loves a tasty biryani!



The guest of honour at the Khalid Mosque Iftar was Minister for Law and Second Minister for Home Affairs, Mr Edwin Tong.

Appreciating our Everyday Heroes

On Total Defence Day, our youths visited Paya Lebar Fire Station to appreciate and celebrate our firefighters. They gave out handwritten cards to encourage them for their selflessness and commitment to our nation's safety. Thank you Singapore Civil Defence Force for your relentless bravery!



Sharing Insights with the Local Christian Community

Singapore-Malaysia Chinese Pastors & Leaders Summit

Pastor Lynette was invited for the second consecutive year to speak about how youth can be leaders today, and not just tomorrow. The summit was organised by the World Chinese Christianity Alliance and gathered more than 200 Chinese-speaking pastors and leaders from Singapore and Malaysia.



Pastor Lynette with Rev Ezekiel Tan, General Secretary & Group Chief Executive of The Bible Society of Singapore (far left) and Rt Rev Dr Caleb Soo, head of The Presbyterian Church in Singapore (far right).



Sharing at Hing Hwa Methodist Church

Pastor Ee Loo preached at Hing Hwa Methodist Church about building church as a home for the youths. She shared the importance of creating a sense of belonging for the young people and inspired the congregation to turn their hearts to them!



The Intentional Disciplemaking Church Conference

The Intentional Disciplemaking Church Conference is an annual conference on discipleship organised by Covenant Evangelical Free Church. It was attended by 3,700 delegates from 255 churches around the world. Pastor Garrett was invited to speak at a workshop where he shared principles and personal stories about how to stay on fire for Jesus.



LoveSingapore's 40-Day Prayer Season

Pastor Lynette was invited along with 39 other pastors to contribute a daily devotional. In her video, she encouraged Christians to be “All in to Win Youth” by loving and nurturing the next generation.



IMPACTING NATIONS

Our heart has always been to build a StronG GenerationS church in Singapore. Never would we have imagined God bringing the heart and principles of GenerationS and StronG church to the nations.



GenerationS Pastors Conference

This year, more than 800 pastors and leaders across 47 nations attended the GenerationS Pastors Conference.

Over five days, delegates:

- Learned the principles of building a Strong GenerationS church
- Learned about how young people lead ministries, listened to their dreams and stories and participated in connect group meetings where a youth preached
- Experienced a revival atmosphere during services
- Had regional breakouts to contextualise all the principles shared

And much more...

“GenerationS is a way of renewing and truly strengthening the church. **We need people with a father’s and mother’s heart who will disciple and develop the next generation**, so each generation can stand on the shoulders of the previous. That’s how we build strong churches for God.”

- *Andreas Sommer, Assistant General Superintendent of BFP, a key Christian movement in Germany* 🇩🇪

”

“This conference isn’t just theory; you’ll see real lives impacted. You’ll learn to do things differently and avoid repeating past mistakes. **It shows you that building the next generation of youths is not impossible – it’s achievable.**”

- *Rev Dr Veraded Jitsakdanont, Chairman of Thailand Evangelism and Church Growth Committee* 🇹🇭

”



Impacting Europe

BFP Conference Germany

Pastor How and Pastor Lia were invited as speakers at the Bund Freikirchlicher Pfingstgemeinden (BFP) Conference. BFP is one of the key Christian movements in Germany. They preached to 2,200 pastors and leaders from 1,000 churches across Europe.

In the next 10 years, a large percentage of pastors will be retiring. Thus, GenerationS was especially timely, it addressed the movement's need to raise up pastors and leaders for the future of the church. Following the conference, the team continued to share about GenerationS at seven different churches in Germany and France.



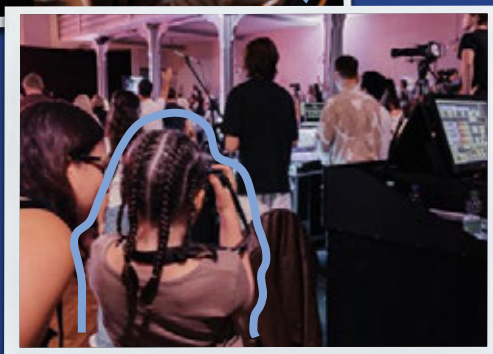
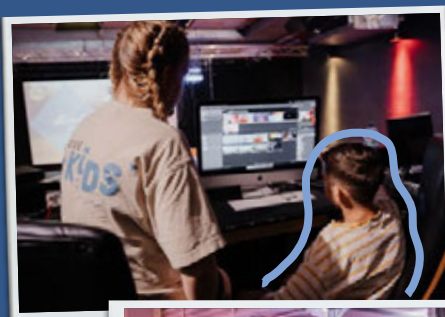
Generations Implementation Community

After being inspired to take their first steps towards implementing GenerationS, many pastors wanted to go deeper. In response, we developed the second-step programme – GenerationS Implementation Community (GIC). This two-year programme details the nuts and bolts of building a StronG church and how to bring members from Lost to Leader.

Held in Germany in partnership with Fokus Kirche, GIC gathered pastors from over 50 churches across Europe who were ready to take the next step in implementation.



Churches have been implementing GenerationS and empowering young people to lead and serve!



Now our church is encouraging the kids and youths to serve. Let's give them opportunities!

- Pastor Philipp König, Matthäus Gemeinde 🇩🇪

”

The youths in our church want to be involved. Revival is here and it is happening!

- Pastor Pedro Inacio, FCG Bad Hersfeld 🇩🇪

”

We started by giving the youths a seat at the table.

- Pastor Wojciech Włoch & Pastor Nadia Fior, Church of Jesus Christ in Krakow 🇵🇱

”

GenerationS Pastors Conference (Regional)

With the Regional edition of GenerationS Pastors Conference, senior pastors and leaders from our region could come and learn to contextualise the principles of GenerationS in their churches.

Principles and teachings were contextualised through various breakouts, and plenary sessions were simultaneously interpreted into Mandarin and Thai. At various points, we also worshipped God in different languages – a truly multicultural, regional experience!



Equipping Thai Pastors

We collaborated with key Christian leaders in Thailand to support their national vision “Love Thailand 1-1-1”: 1 million Christians, 10,000 churches and 10,000 pastors.

Seeing GenerationS as crucial to their national vision, the Thai Protestant Churches Coordinating Committee invited us to speak at regional pastors’ meetings, which brought together leaders from various denominations. We shared practical steps on how to implement GenerationS and empower young people, with the heart to see Thai churches experience a youth revival.

At 54, I’m the youngest pastor on our leadership team. If we don’t raise the next generation now, our church could become extinct in 10 years.

- Thai senior pastor 🇹🇭

My perspective has completely shifted. Reaching the next generation isn’t just a youth ministry programme – it’s a church-wide mobilisation.

- Thai church chairman 🇹🇭



Strengthening Chinese Churches

Fire Conference Kuala Lumpur

Pastor How and Pastor Lia preached to 3,500 pastors, leaders, and Christians from 92 churches. Their messages inspired delegates to build their church like a home for young people and to dream godly dreams again. In an anointed moment, Pastor Lia got church members to pray for and bless their pastors.

This is a paradigm shift for me... it's still not too late to build and believe in young people.

- Malaysian pastor (20 years in ministry) 🇲🇾

”



Global Chinese Alpha Conference

Pastor Lia preached to 3,500 pastors and leaders from 28 countries. Her message resonated deeply, leaving many strengthened and inspired to disciple GenerationS to build StronG churches for God.



Missions

Loving Youths in Cambodia

Shoutout to the amazing young adults who took time off work to bring smiles to the youths in Phnom Penh, Cambodia!

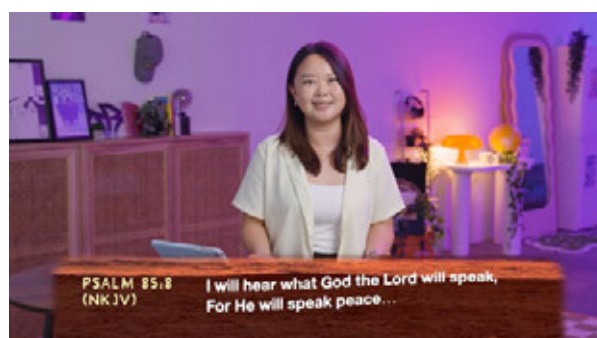
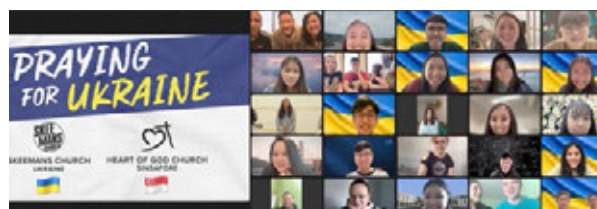
They distributed food and clothing and ran services to share the love of Jesus with the young people at Missione Possibile Cambodia School.



Giving Help and Hope to People in Ukraine

Since the start of the crisis in Ukraine, HOGC has been providing timely aid and basic necessities to our friends and their families in Skeemans Church. Our help includes:

- **Providing crucial humanitarian aid**, such as power generators for the church, medical supplies for hospitals as well as food for the elderly and young people
- **Securing buses for the safe evacuation** of women, children and orphans
- **Prayer calls with Ukrainian youths** to comfort and encourage them during these difficult times
- **Recording timely messages of faith and hope** for their conference with 300 youth leaders, encouraging them in their faith for revival



ABOUT US





Our History

Heart of God Church 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, 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.



Our Leadership

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

GenerationS at the Highest Level of Leadership

Heart of God Church has pioneered a new model of senior leadership. Having built and championed GenerationS for the last 26 years, we 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**.



HOGC.LINK/
3GENSPMODEL

Read about our model of senior leadership



Pastors



Eng Ee Loo
Pastor (Youth)



Daniel Goh
Pastor (Doctrine)



Mae-Ann Sahai
Pastor (Children)



Martin Wong
Pastor (Missions)

Meet our Leadership Team



*Get to know our
leadership team!*



**HOGC.LINK/
LEADERSHIP**

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 in today's evolving challenges.

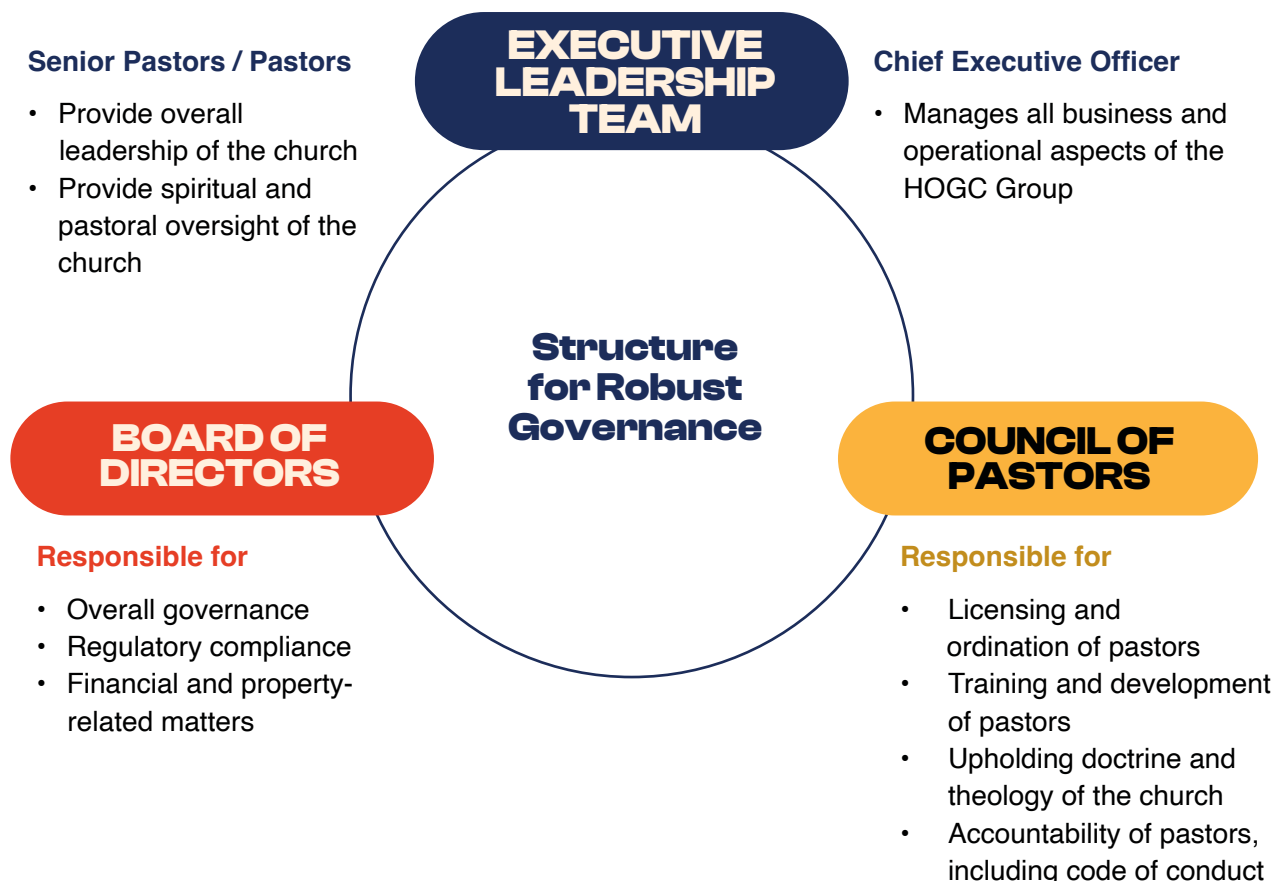
A Governance Structure for Present & Future Generations

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

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.

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



PARTNERS

Auditors



RSM SG Assurance LLP
previously known as RSM Chio Lim LLP
 (Certified Public Accountants)

Lawyers



Rajah & Tann LLP

How do we Ensure Long-Term Board Effectiveness?

Besides the Senior Pastors who are respectively the President and Vice-President, there are two members who have served for more than 10 consecutive years to ensure stability and continuity on the Board as well as to provide guidance to the younger board members.

Currently the composition of the Board is balanced and healthy in terms of the ratio of experienced to newer board members as well as the range of skills, experience and attributes needed to form a competent, vibrant and future-ready Board.



Evaluating Board Effectiveness



Board Training



Succession Planning



Conflict of Interest Policy

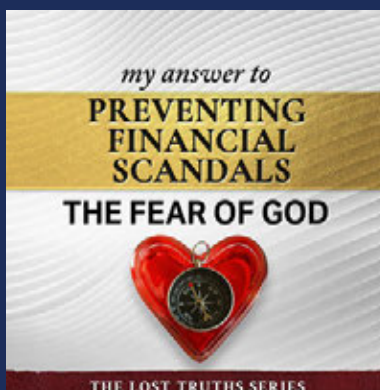
The Associate Board

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.



Read more about board governance on our website



“While secular leaders have external controls, godly leaders also have eternal and internal controls — the Fear of God.”

- Pastor How



HOGC.LINK/
AR-FAIROFGOD

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





Board Governance

Board of Directors for FY 2024-2025:

- Elected at the 26th Annual General Meeting (AGM) held on 1 Dec 2024
- 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. Audit
2. Building
3. Finance
4. Investment
5. Governance, Risk & Compliance
6. Grants & Disbursements
7. Human Resource
8. Nomination
9. Programmes & Services

*Read the terms of reference
for our sub-committees*



HOGC.LINK/
AR-BOARDGOV

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 Assistant Commissioner of Land
Singapore Land Authority

Former Consultant

Statutory Board

*Board member of HOGC since 2017
(Treasurer since 2021)*

Members

Chew Suan Ling

40 years of experience in finance sector

Former Deputy Director

Monetary Authority of Singapore

Former Senior Vice President

Singapore Exchange

Former Head of Legal & Compliance

Fintech Startup

Board member of HOGC since 2024

Eileen Ng

Former Lawyer and Polytechnic Law Lecturer

Business Owner / Consultant

Providing consultancy and training in governance,
risk management and data protection

*Board member of HOGC between 2007-2009,
2014-2015, since 2018
(Secretary between 2014-2015)*

Eugene Soo

Co-Founder / Executive Director
Financial Advisory Firm

Board member of HOGC since 2016

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)*

Lynette Goh

Senior Pastor
HOGC

Board member of HOGC since 2018

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)*

Randy Lai

Chief of Staff

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 four subsidiaries which are all incorporated in Singapore.

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 appointed 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.

Garrett Lee

Chief Executive Officer of HOGC Group

He has been 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.

Tan Jian Ming

Chief Operations Officer of HOGC

He has been General Manager of HOGC since 2014, and has over 15 years of experience overseeing key areas including Guest Experience, Safety & Security and Premises & Facilities Management, encompassing 16 departments and ministries.

Appointed as Chief Operations Officer of HOGC in Aug 2022.

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.

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 Straightforward

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

How does HOGC use its Finances?

General Fund

This fund supports HOGC's pastoral and operational needs, which include developing members spiritually and caring for them, as well as running services, programmes and events.

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 as expenses to secure future premises.

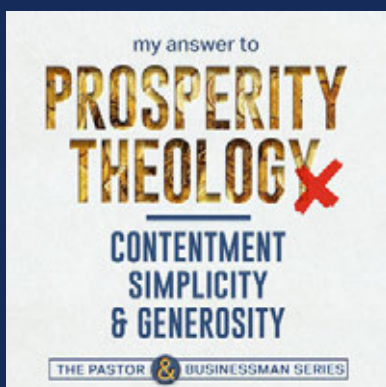
The BF is funded by the members of HOGC through a voluntary pledge fulfilment. Youths who are 16 years old and below and/or in secondary school may not give an amount exceeding S\$150 per month for BF unless they obtain parental consent.

GenerationS Fund

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

To find out more, head to GenerationSmvmt.com

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



“True wealth is measured by what money cannot buy and what death cannot take away.”

- Pastor How



HOGC.LINK/
AR-ARTICLE

HOGC teaches biblical principles of giving and does not believe in prosperity theology



Policies



Volunteer Management

Volunteers' Code of Conduct
Leaders' Code of Conduct



Youth Development

Youth Development Policy



Religious Harmony

Religious Harmony & Community Policy



Safety and Security

Church Safety & Security Policy
Youth Safety & Security Policy
Children Safety & Security Policy

Personal Data Protection

Internal Data Protection Policy
Information Security Policy
Privacy Policy

Accountability and Transparency

Whistleblowing Policy

Financial Stewardship

Reserves Policy
Investment Policy
Loan Policy



HOGC.LINK/
AR-POLICIES

*Check out our policies
on our governance page*



Our Journey for a Home Continues...

While Heart of God Church has come a long way since our pioneering days, we have not yet found a permanent home. For our church, space is a necessity. Church is more than just a weekend service. It's holistic development programmes, leadership trainings, creative and media trainings, youth camps and hangouts... It's a place where GenerationS of young people are built and empowered.

For 26 years, we have worshipped in rented spaces, subject to landlords. At present, we pay more than S\$3 million in rent every year. Our congregation is also outgrowing our current premises, at times requiring us to rent additional venues.

With this need, we balloted for a government-released religious site at Alkaff Crescent in 2025, but we were not successful in the ballot. The space was ideal – a central location near public transport for our large student demographic and big enough to accommodate our growing congregation. Thank you everyone who came together to pray! Our faith remains strong that God has a place for us.

Our pastors and building committee continue to work towards securing a permanent home. We are believing for a place that will serve our congregation and community for many generations to come. HOGC, let's continue to believe, pray and prepare together for all that God has in store!

OUR JOURNEY FOR A HOME CONTINUES



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OUR JOURNEY FOR A HOME CONTINUES ▶



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OUR JOURNEY FOR A HOME CONTINUES ▶



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