



EDUCATING MINDS. TRANSFORMING LIVES.

**International
Community
School**



2021/22 ANNUAL REPORT

INTERNATIONAL COMMUNITY SCHOOL
SINGAPORE

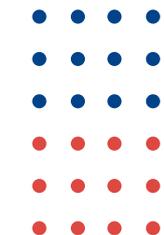




*Educating Minds and
Transforming Lives to
Impact the World for
the Glory of God*

TABLE OF CONTENTS

3	Director's Letter
4	Mission Statement / Awards & Recognition
5	Board of Directors
6	Faculty & Staff Demographics
7	Student Demographics
8	Elementary School
10	Middle & High School
12	Academic Results
13	University Admissions & Matriculations
14	Service Learning
16	Parent-Teacher Fellowship
17	Financials
19	Support Us





DIRECTOR'S LETTER



Dear Family and Friends of ICS,

These are exciting days at ICS! Together, with the grace of God, we have weathered the storm of the pandemic, walking alongside each other in community through all of the incumbent ups and downs of COVID. Despite the physical, mental, emotional, and spiritual struggles of the past year, we stayed the course in providing an academically rigorous, Biblically-founded education for all of our students. We are certain of two things at ICS: God continues to be our guide, and our mission – to provide an outstanding education to your children – is also our passion.

As God invests in us, we invest in our students. This allows them to grow as global citizens with unique skills who will go on to impact their future communities in bright and powerful ways.

This year, our theme is called "On the Journey," based on Ephesians 2:10.

"For we are his workmanship, created in Christ Jesus for good works, which God prepared beforehand, that we should walk in them."

We are on a journey, both individually and collectively as a school, to carry out God's work here in Singapore, a calling that is as important to us

today as it was to the original founders of ICS in 1993. We are also journeying toward our 30th year anniversary (taking place during the 2023-24 school year), an important milestone that humbles and inspires us. We are reminded of God's good guidance throughout the last three decades, shaping and supporting the work we do at ICS, guiding and directing us in His path in all ways.

We are also reminded, each and every day, of the importance of appreciating one of our key partners in our journey – you, the reader, and our ICS community at large. We do not take lightly the opportunity to walk alongside you in educating your child, but we do know that God also continues to walk with us in his infinite mercy as we carry out his plan for International Community School in Singapore.

The following annual report covers every step of the journey our school took during the 2021-22 school year. Despite constantly changing pandemic restrictions, our community excelled, as evidenced by our strong showing across enrollment demographics, academic results, and financial outcomes.

Please join us in celebrating the work being done in and out of the classroom each day.

Dr. James P. Rader
Director



Mission Statement



Education and Transformation at International Community School (Singapore) is a holistic process. We pursue knowledge and inspire learning in all areas because we believe that God has a plan for each of our students, regardless of their circumstances. They are each unique because He has gifted them all with unique experiences and abilities that will help them positively impact their communities.

We invest in each student with intention because we expect them to be difference makers within their various spheres of influence—at home, at school, in their local communities, and, when they leave our school, all over the world.

Awards & Recognition



Board of Directors



Board Chair: Laura Tan

Job Title: Program Manager, Lonza Biologics Tuas
Term: July 17, 2017 to July 16, 2022

“ICS has remained true to its mission and vision by providing high quality education in the face of ever-changing COVID restrictions. Time and time again, this school has proven its ability to provide an academically rigorous, community-driven education for its students. It has truly been an honor to serve alongside my fellow board members this year.”



Board Vice-Chair: Su Wei Yong

Job Title: Homemaker
Term: October 15, 2018 to October 14, 2025



Director: KD Baruah

Job Title: EVP (APAC), DT One
Term: November 13, 2018 to November 12, 2025



Director: Brent Carlson

Job Title: CEO, Sea Haven Pte Ltd
Term: August 21, 2020 to August 21, 2023



Director: David Chia

Job Title: Head of Customer Experience and Engagement - APJ, Red Hat Asia
Term: August 23, 2021 to August 22, 2024



Director: Brad Fraser

Job Title: Prime Derivative Services - Asia Pacific, Barclays
Term: January 23, 2022 to January 23, 2025



Director: Rio Inaba

Job Title: Corporate Executive & Chief Innovation Officer, AEON
Term: May 14, 2021 to May 13, 2024



Director: Daniel Kim

Job Title: General Counsel - Asia Pacific, Continental Automotive Singapore
Term: May 14, 2021 to May 13, 2024



Director: Sam Kim

Job Title: Pastor, Solomon's Porch Singapore
Term: October 15, 2018 to October 14, 2025

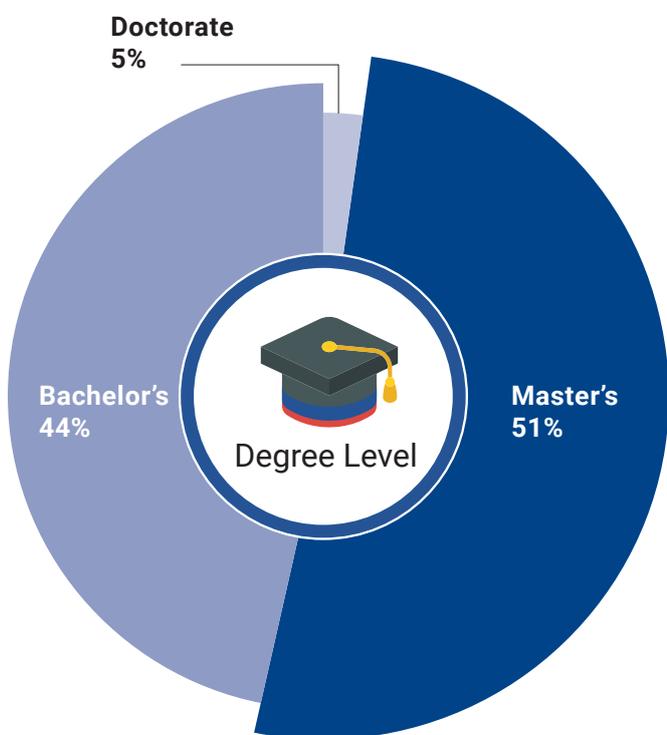


Director: Jacob Li

Job Title: Resident Faculty, East Asia School of Theology
Term: January 16, 2018 to January 15, 2024

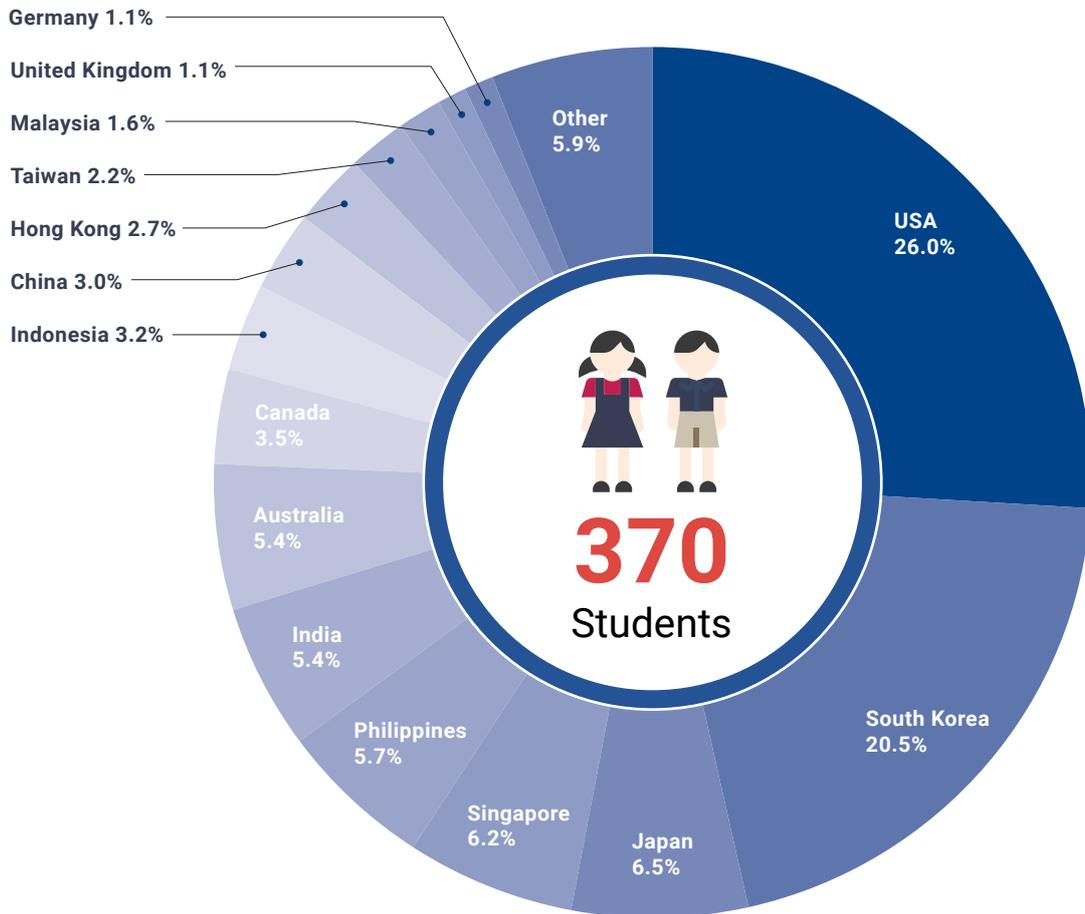
Faculty & Staff Demographics

Living in Singapore (much less attending an international school here!) means teachers will come and go. However, year after year, despite whatever change may come (pandemic-related or not), ICS continues to pride itself on the expert quality and care of its teaching staff. The 61 faculty members, 66% of whom hold US passports, have an average of 5 years of teaching experience, with 51% of them boasting Master's degrees or higher.



Student Demographics

ICS has always been proud of its cultural and ethnic diversity, and this year was no exception to the rule. Our classically low student-teacher ratio enables each and every member of the 29 nations represented in our student body to receive the quality education they deserve, all in a safe and nurturing environment.



29 NATIONALITIES

- | | | | |
|-------------|----------------|-----------|----------|
| USA | Indonesia | Ukraine | Myanmar |
| South Korea | China | Thailand | Kenya |
| Japan | Hong Kong | Nigeria | Iran |
| Singapore | Taiwan | Mauritius | Finland |
| Philippines | Malaysia | Brazil | Cambodia |
| India | United Kingdom | Venezuela | |
| Australia | Germany | Serbia | |
| Canada | Vietnam | Russia | |

Elementary School

The year may have been a fickle one, but our youngest Knights faced down uncertainty fearlessly, regardless of the challenges that confronted them. With equal parts courage and compassion, these students taught everyone in our community and beyond that we are always stronger together.



PROGRAM HIGHLIGHTS

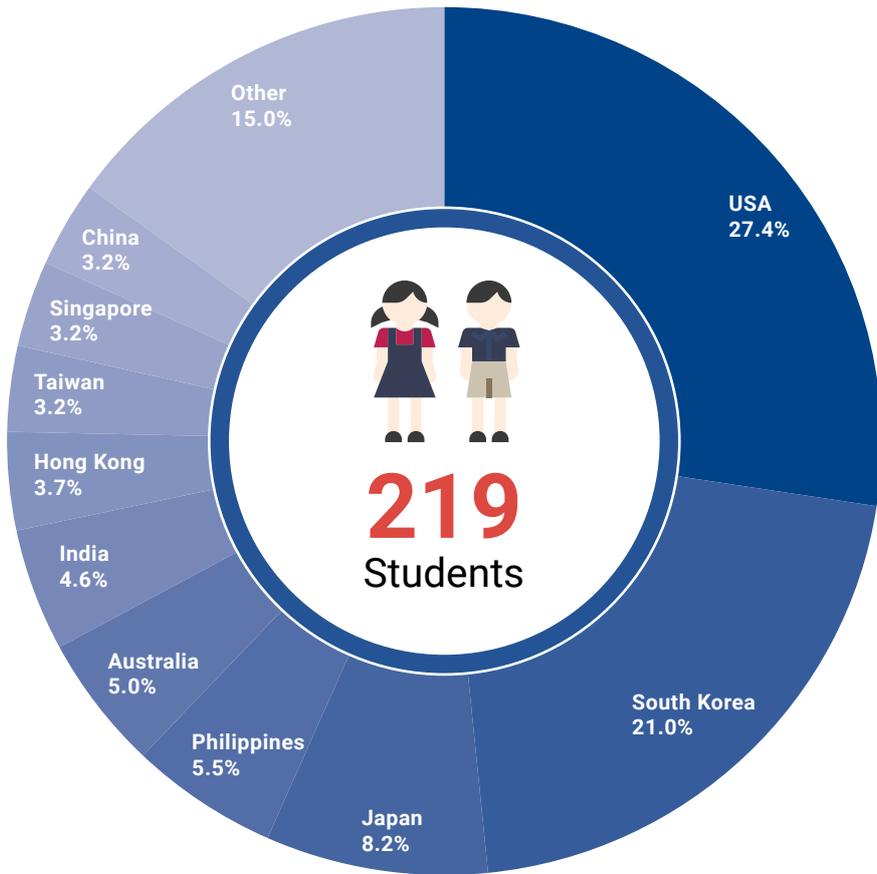
- WhichSchoolAdvisor declared the ICS Elementary School the “Best Primary School” in the Best Schools Awards 2022
- A renewed focus on social-emotional health bolstered community morale, despite several stretches of home-based learning
- The online-only Christmas Showcase concert drew participation from each grade and every teacher to remind the school of God’s blessings at the end of a difficult year
- The Little Knight Lights student service learning club shone brightly, garnering multiple visits from the American Embassy and re-affirming ICS’ unique position in the Singapore international education industry

“Despite challenging COVID restrictions, the year overflowed with blessings. Our amazing team grew, the new faculty rising to the occasion with their expertise and Christ-centered attitudes. Our students maintained well-above-average scores in this year’s MAP tests and flourished outside of the classroom. They inspired everyone with their creativity and drive, with initiatives like the inaugural Little Knight Lights program and helping service learning chapels and projects. ICS continues to be a truly special place where children thrive academically, while being part of a loving and caring community that seeks to put God at the center and serve others for His glory.

Lance Kershner | ES Principal



ELEMENTARY SCHOOL



25 NATIONALITIES

-
- USA
 - South Korea
 - Japan
 - Philippines
 - Australia
 - India
 - Hong Kong
 - Taiwan
 - Singapore
 - China
 - Canada
 - Indonesia
 - United Kingdom
 - Ukraine
 - Vietnam
 - Mauritius
 - Germany
 - Venezuela
 - Serbia
 - Russia
 - Nigeria
 - Myanmar
 - Malaysia
 - Finland
 - Brazil

8:1

Student-Teacher Ratio



Middle & High School

The MS/HS students demonstrated a remarkable resolve this year, buoyed by a passion for each other and for Christ. Pandemic restrictions loosening in the second semester only made it easier for them to shoulder leadership opportunities, serving ICS and its surrounding communities as Christ has commanded us.



PROGRAM HIGHLIGHTS

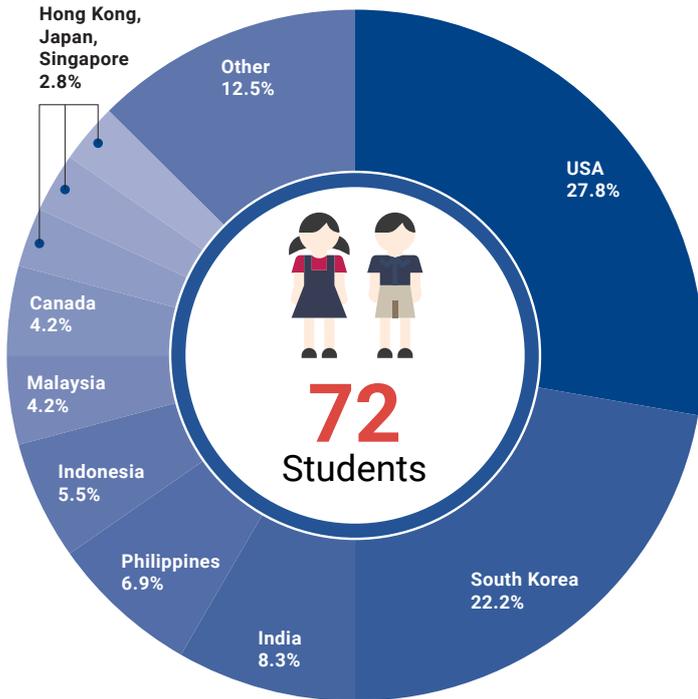
- Hiring a dedicated MS/HS social-emotional counselor supercharged student growth and community-wide fellowship, contributing to an award win from HoneyKids Asia – “School Where Everyone Knows Your Name” – during the inaugural Singapore Education Awards
- Students served as academic and personal role models with their involvement in math competitions, Model United Nations (MUN), MS Shark Tank, Senior Thesis Expo, the MS/HS Musical, and a wide array of athletics
- Service learning opportunities abounded with the easing of COVID restrictions, generating buzz for building a revitalized Christ-centered community free of the pandemic
- Student scores in rigorous standardized assessments like the SAT, PSAT, AP, and MAP tests continued to exceed the worldwide average, with the Class of 2022 also carrying forward the rich tradition of gaining acceptance to top universities in the UK, Canada, Australia, Korea, and Singapore

I am proud of the astounding resilience each and every member of this community displayed in order to overcome those challenges throughout the year. As we learned to live with COVID, we were reminded of the passion we held for one another, for serving the community, and for Christ and His kingdom building. I am looking forward to the year when there are no pandemic restrictions, and each member of our community can shine academically, physically, and spiritually without the added pressures of COVID.

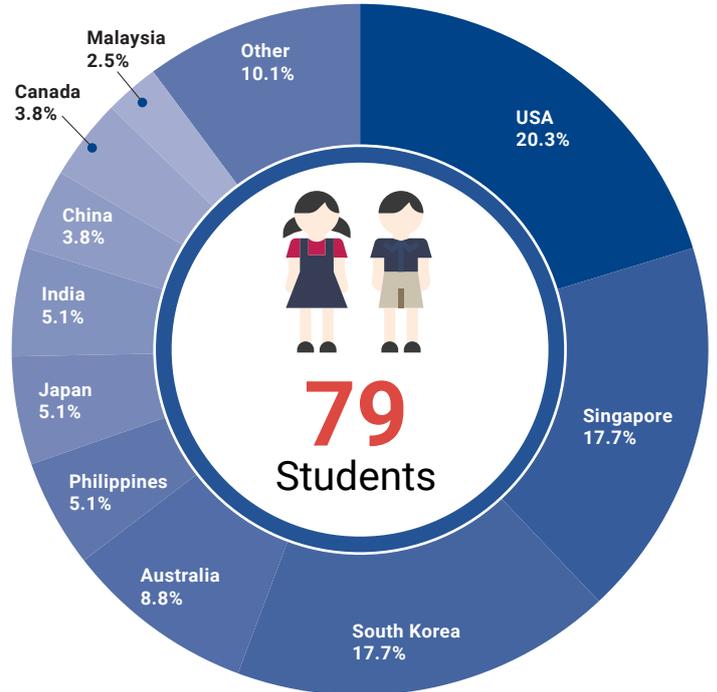
Darryl Harding | MS/HS Principal



MIDDLE SCHOOL



HIGH SCHOOL



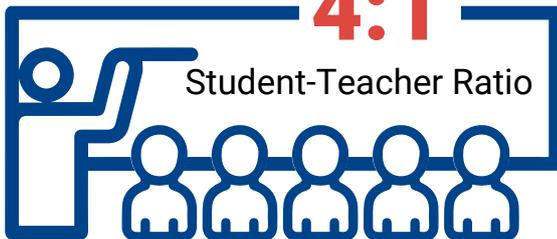
18 NATIONALITIES

USA	Hong Kong
South Korea	Australia
India	United Kingdom
Philippines	Thailand
Indonesia	Nigeria
Malaysia	Kenya
Canada	Iran
Singapore	China
Japan	Cambodia

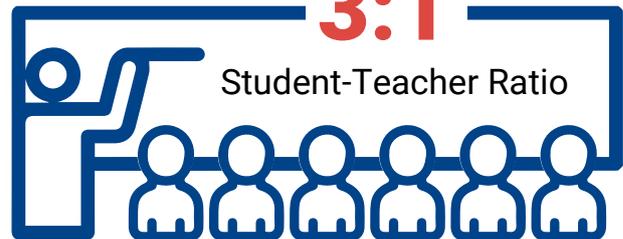
16 NATIONALITIES

USA	Canada
Singapore	Malaysia
South Korea	Indonesia
Australia	Germany
Philippines	Vietnam
Japan	Thailand
India	Taiwan
China	Brazil

4:1



3:1

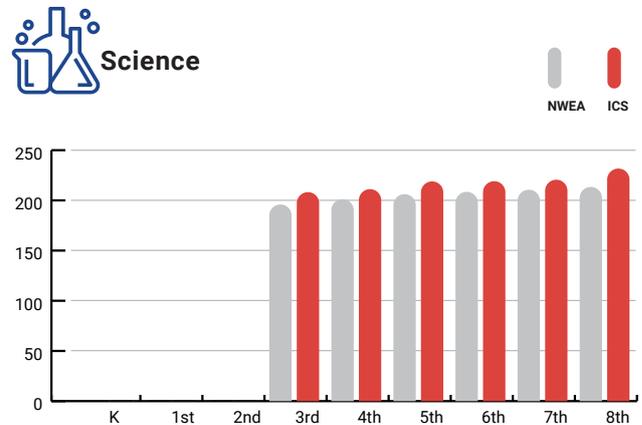
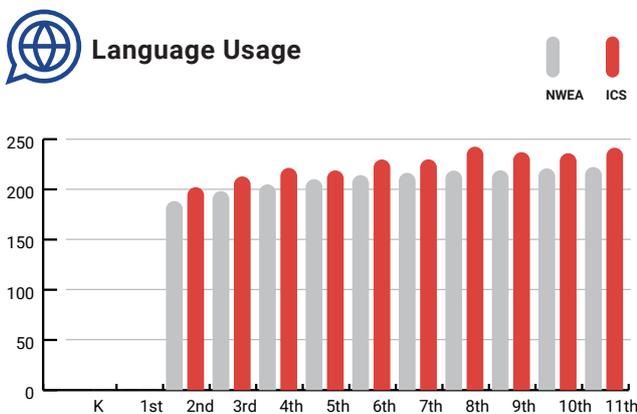
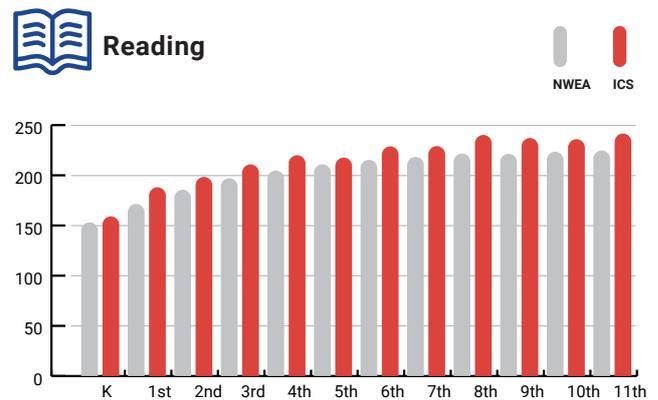
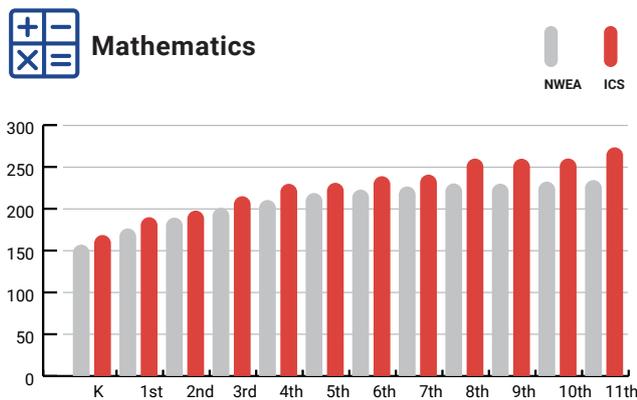


Academic Results

With brand new challenges ripe for the undertaking this year (like a completely new MAP test module), the students at ICS tackled their unique journeys toward academic success with skill and determination.

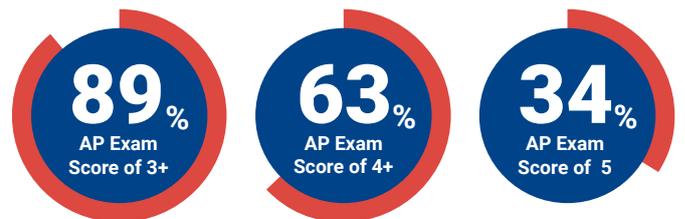
MAP TEST RESULTS

The Measure of Academic Progress (MAP) test is prized for its flexibility. Student success is measured as a function of growth over time. This allows teachers to accurately and appropriately track their students' academic progress from year to year. Tests are given in major subject areas, like mathematics, reading, and language. Notable, 2021 was the first year the science exam was offered.



ADVANCED PLACEMENT RESULTS

High school students have the opportunity to take Advanced Placement (AP) courses either on campus, or online through Northstar Academy. In 2022, 53 high school students took 105 AP exams. Students who scored a 3, 4, or 5 may be eligible for university course credit.



University Admissions & Matriculations



The following is a list of universities and colleges to which ICS graduates have received offers of admission and/or matriculated. Matriculations are in **bold**. Class of 2022 matriculations are asterisked. As our graduating classes are small, this list reflects the classes of 2018-2022 to provide a more accurate overview.

AUSTRALIA

Flinders University
James Cook University
Monash University
Royal Melbourne Institute of Technology
Swinburne University of Technology
 University of New South Wales
 University of Sydney
 University of Melbourne
 University of Technology Sydney
 University of Western Australia

CANADA

McMaster University
 Queen's University
 Seneca College
University of Alberta*
University of British Columbia
University of Calgary
 University of Guelph
 University of Ottawa
University of Toronto*
 University of Waterloo

HONG KONG

City University of Hong Kong
 Hong Kong Polytechnic University
 Hong Kong Baptist University
Hong Kong University of Science and Technology

INDIA

Vellore Institute of Technology

JAPAN

Musashino Music University
 Tokyo International University
 Waseda University

KOREA

Gachon University
 Hanyang University
 Kookmin University
Korea University
 Seoul Women's University
 Sungkyunkwan University
 Sungshin Women's University

SUNY Korea
Underwood International College - Yonsei University*
 Yonsei University

PHILIPPINES

De La Salle University

NETHERLANDS

Erasmus University of Rotterdam
 Maastricht University
University of Amsterdam
 Utrecht University

NEW ZEALAND

University of Otago

SINGAPORE

LaSalle College of the Arts* Management Development Institute of Singapore*
Nanyang Academy of Fine Arts
 Nanyang Technical University
National University of Singapore*
PSB Academy
Singapore Management University

RUSSIA

Bolshoi Ballet Academy

THAILAND

Assumption College

UNITED KINGDOM

Goldsmith University of London
 Imperial College of London
King's College London
 Loughborough University
 Queen Mary University of London
 St. Mary's University
 Suffolk University
University College London
 University of Bath
 University of Birmingham
 University of Edinburgh
 University of Exeter
 University of Leeds
 University of Manchester
University of Sheffield
University of Westminster

UNITED STATES

Abilene Christian University
Asbury University
 Azusa Pacific University
 Ball State University
Baylor University
 Bentley University
 Boston University
 Brandeis University
 Cairn University
 California College of the Arts
California Polytechnic State University
Case Western Reserve University
 Colgate University
 Columbia College
 Chicago Covenant College
 Creighton University
 Dallas Baptist University
 Drexel University
Fashion Institute of Technology
 Florida State University
 George Fox University
 George Mason University
 Grinnell College
 Hamilton College
 Humboldt State University
 James Madison University
 John Carroll University
Lipscomb University
 Louisiana State University
Macomb Community College
Marymount California University
Michigan State University
Michigan Tech University
Missouri University of Science and Technology
New York University
Northeastern University
 Ohio University
 Ohio Wesleyan University
 Oregon State University
 Pacific Lutheran University
Parsons School of Design
Pennsylvania State University
Pensacola Christian College
 Pratt Institute
 Purdue University
 Quinniac University
Ringling College of Art and Design

Rutgers University - New Brunswick*

Samford University
 San Francisco State University
 San Jose State University
Savannah College of Art and Design
 Seattle Pacific University
 Sewanee: The University of the South
 School of the Art Institute of Chicago
 School of Visual Arts
 Southern Methodist University
Steven's Institute of Technology
 Stony Brook University
 Temple University
 Texas A&M University
 Texas Christian University
Tomkins Cortland Community College
 University of California, Davis
 University of California, Irvine
 University of California, San Diego
 University of California, Santa Barbara
University of California, Santa Cruz
 University of Colorado, Boulder
University of Connecticut
 University of Illinois, Chicago
 University of Illinois, Urbana-Champaign
 University of Kansas
University of Massachusetts Amherst
 University of Richmond
University of Rochester
 University of the Pacific
University of Tennessee
 University of Utah
University of Virginia
 University of Washington
University of Westminster
 University of Wisconsin-Madison
 Virginia Tech University
 Washington and Lee University
Washington State University
 Westmont College
 Wheaton College
Whitworth University

Service Learning

When students take the lead in chapels, club activities, and other extracurricular service-oriented projects, they are taught to walk in Christ's footsteps — embracing charity with compassion and servant-heart leadership with humility, for the benefit of communities on and off campus.

The culmination of our service learning program takes place in the second semester, during the week-long events of Spiritual Emphasis Week (SEW) and Week Without Walls (WWW), for our Elementary School and Middle/High School students, respectively.



RUNNING THE RACE (ES)

With several key pandemic restrictions letting up, the 2021-22 school year seemed to serve as the last lap of an exhausting, years-long race. It was fitting, then, that the theme for this year's Elementary School SEW was "running the race for Christ."

All week, our youngest Knights proved they were more than capable of finishing this race with their heads up and hearts full! They learned the importance of Repenting, having a positive Attitude, staying Christ-centered, and casting off every hindrance so they could run their race with Endurance.

This involved:

- Participating in an array of activities — crafts, music, design tech, field games — in teams to learn the importance of diversity and collaboration
- Making gift bags for the elderly at St. Luke's ElderCare
- Creating service posters to raise awareness on bullying and environmental issues



Service Learning (cont.)



PEOPLE OF JUBILEE (MS/HS)

On their way to embodying the theme for this year's Week Without Walls program — becoming “People of Jubilee” — our Middle & High School students learned the significance of service as a daily effort. No matter who you might be, or wherever you might find yourself, a life of authentic service is the sum of acts both big and small, carried out in territories familiar and uncharted, each and every day.

Christ-like Jubilee starts by looking outside of our own experiences to help those in need, and our oldest students rose to the occasion in admirable form, by:

- Making meals for the homeless and less fortunate in Singapore
- Picking up trash around the island
- Visiting with the elderly at St. Luke's ElderCare
- Connecting with children's homes in Indonesia via Zoom
- Mixing concrete for school construction projects



Parent-Teacher Fellowship

The PTF are among our staunchest supporters, the backbone of so much of ICS' success. Whether they are cooking up a storm with fundraising efforts, donating to educational programs and aiding the growth of students, or welcoming new families with open arms, they never fail to amaze in their support of our mission and vision.

HIGHLIGHTS

1 Fundraising

- Monthly, themed Bake Sales and Virtual Christmas Fair featured community-produced goods and trinkets
- Pre-loved Uniform Drive
- Senior Scholarship Fund (SGD 1500) and MS/HS Robotics program donation (SGD 6000)

2 Staff Appreciation

- Popcorn Fridays
- Milestone and holiday (e.g. Back to School and Christmas) treats provided for all faculty and staff
- Gift cards, gift baskets, and hand-written notes given for lifetime events
- Homemade meals provided every day for Staff Appreciation Week, Parent-Teacher conferences

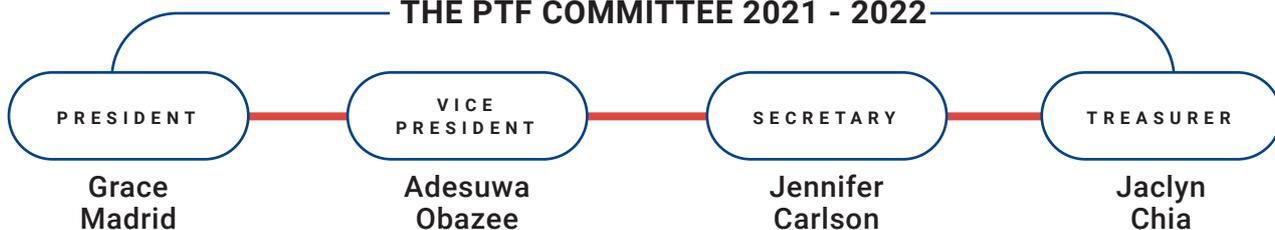
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Community Building

- Weekly Moms-in-Prayer fellowship
- Welcome and Farewell Coffee sessions each semester
- In partnership with Admissions, launched Parent Ambassador program – provided buddies to incoming parents to help in school/life transitions
- In partnership with Advancement, launched monthly Parent Conversations series – virtual workshops invited parent community to participate in wide variety of educational seminars for relevant, lifestyle topics



THE PTF COMMITTEE 2021 - 2022



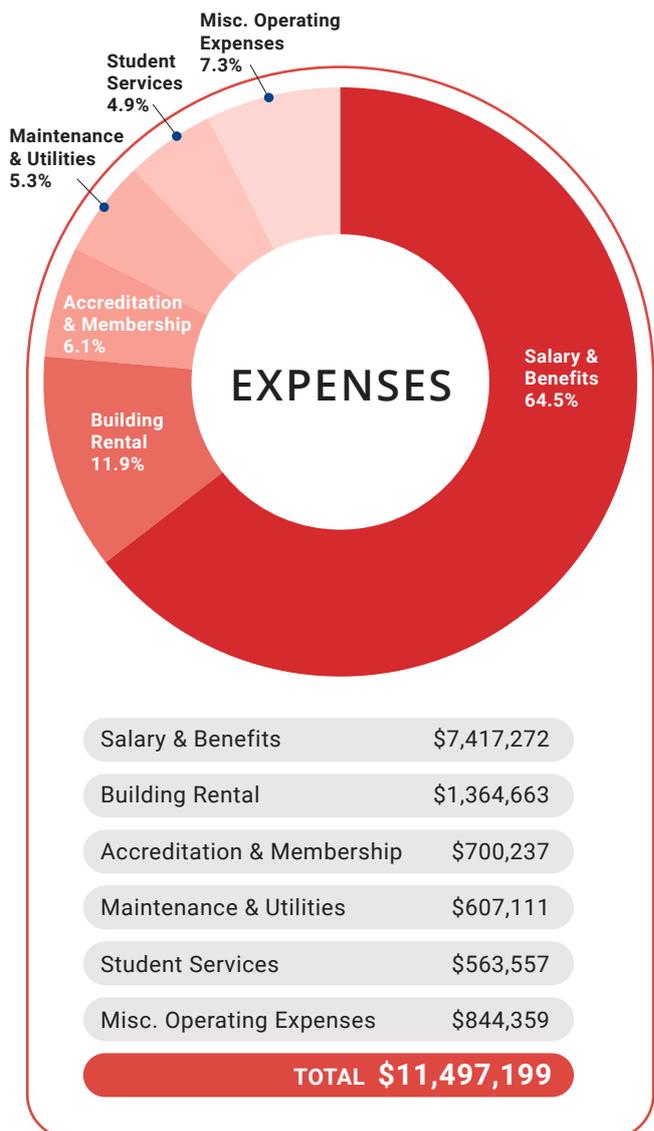
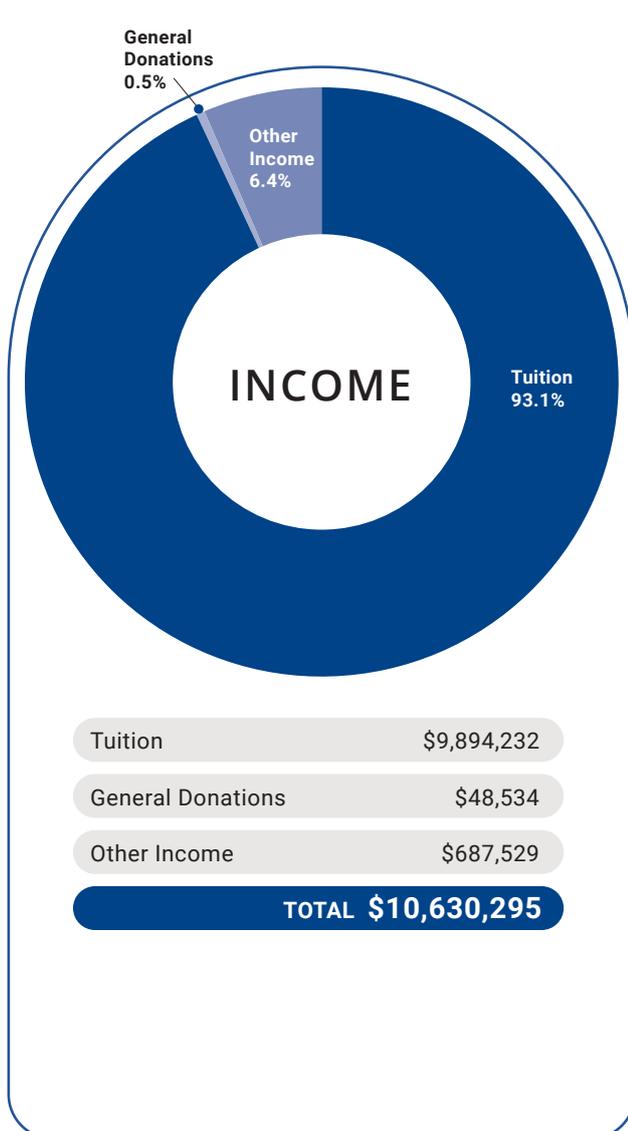
Financials

Even though several key pandemic restrictions were lifted in the second semester, COVID-19 continued to impact the international education industry in Singapore. It is a remarkable testament to the strength of the ICS community and the grace of God (as well as the tireless work of the Singapore government's efforts to reopen borders) that we were able to increase our overall enrollment numbers from the previous year, albeit not to the level we were praying for.

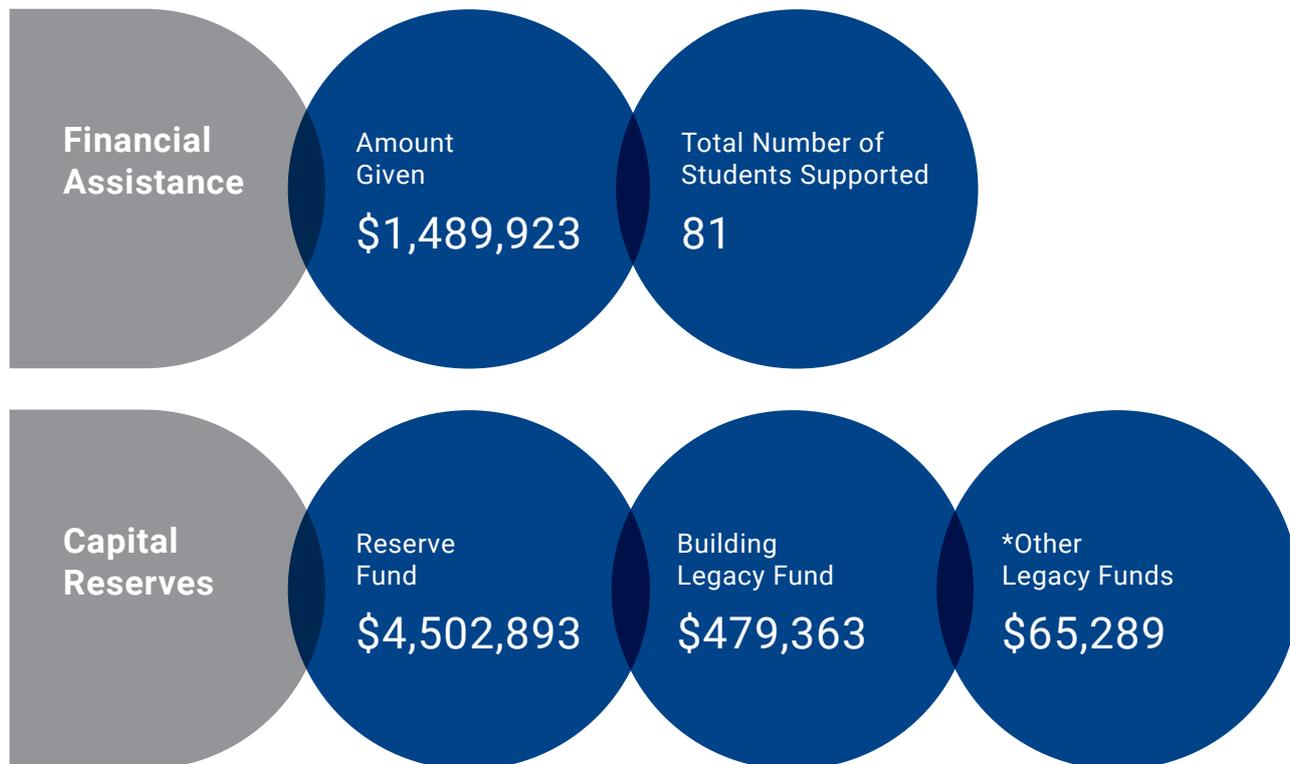
Having missed the mark on our desired enrollment figures for the 2021-22 school year, our audited financial results exceeded our planned budget. However, despite these circumstances, we are proud to still have been blessed with the opportunity to provide a quality education for our diverse student body, which is, year-after-year, reflected by the majority of our budget being leveraged toward our teachers' salaries and benefits.

At ICS, our calling to be good financial stewards is a two-fold responsibility. We maintain financial reserves equal to approximately half of one year's operating expenses, which provide a buffer in unexpected circumstances. We are also blessed to continue offering substantial tuition assistance to the families of full-time missionaries, pastors, and Christian vocational workers.

The following information is taken from our annual Financial Audit, which took place on June 30, 2022.



Financials (cont.)



Donations to Operating Budget	● International Baptist Church Mission Organization	SGD 33,000
	● ICS Faculty & Staff	SGD 10,875
	● ICS Parents	SGD 4,658
Donations to Reserve Fund	● ICS Faculty & Staff	SGD 10,938
	• Program Fund	
	• Scholarship Fund	
	• ICS Building Fund	
Donations to Athletics Program	● ICS Parents	SGD 3,025
Donations to Health Office	● ICS Parents	SGD 5,596

Support Us



Our mission is to educate minds and transform lives — to teach excellently and foster community humbly. The uKnighthed Fund, the latest initiative set up in large part to give financial aid to missionary families and families in need, will act in direct service of this mission.

We are one of the only not-for-profit international schools registered as a charity in Singapore. We are also governed not by investors or owners, but by a volunteer school board. All of this means we can guarantee that every dollar donated to this fund is invested back into the school's operating budget, a significant portion of which is given as financial aid.

Over the past 29 years, ICS has given an average of over S\$1 million in aid, supporting roughly 80 students annually. As ICS nears its 30th year anniversary, we remain committed to providing an affordable, academically rigorous, and Biblically-rooted education to future families in need. Whether you are already associated with ICS (staff member, parent, or alumni) or you are a potential donor for a bright future, we invite you to help us prepare for the next generation of students — the next generation of global citizens who will go on to impact the world for the glory of God.

With \$186,000 raised for the uKnighthed Fund to date, this is impact-in-action. Your donation counts. Your support matters.

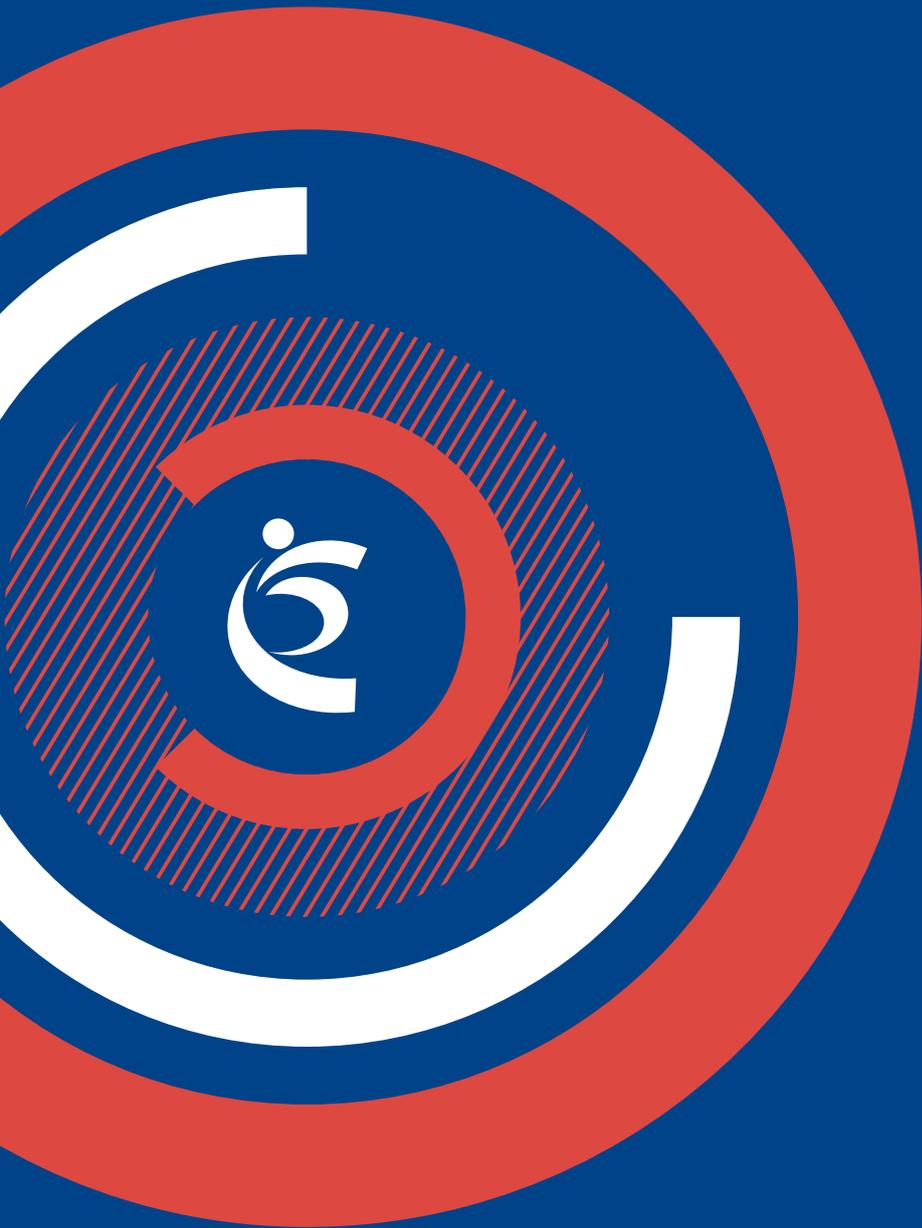


We moved to Singapore in 2015 to help plant a brand new church, but we realized that we didn't have many schooling options with our ministry budget and family size. Praise be to God because friends told us about ICS and, after enrolling two of our children, we haven't looked back since!

Seven years later, all five of our children now attend ICS, an impossibility without the generous financial support ICS provides (and, of course, lots of prayer!). We are blessed to be a part of such an incredibly loving school community that truly "educates minds and transforms lives to impact the world for the glory of God," and can't wait to share more of God's faithfulness in the years to come.

Sam & Annie Kim | Parents





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