



PERDAUS

ANNUAL REPORT 2021



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CORPORATE INFORMATION

Formed in 1964, Perdaus has had more than a 50-year history of providing educational and leadership development services to the community.

Today, Perdaus is a Muslim Voluntary Welfare Organisation that focuses on developing agents of change by inspiring consciousness through education, nurturing lives and empowering families through advocacy, and building communities through meaningful engagement.

Our core services include running childcare and student care centres, and moral education classes for both adults and children, and youth engagement and development programmes.

Perdaus is governed by the Perdaus constitution. Under Singapore law, Perdaus is a registered society under the Societies Act and also a charity under the Charities Act.



OVERVIEW OF OUR **C H A R I T Y**

Perdaus was registered as a society in 8 May 1964.

Perdaus was registered as a charity under the Charities Act (Chapter 37) since 19 October 2001.

Perdaus has the Perdaus Constitution as its governing instrument.

UNIQUE REGISTRATION NUMBER (UEN)

S64SS0031J

BANKERS

DBS Bank

REGISTERED ADDRESS

Blk 364 Bukit Batok St 31
#01-259
Singapore 650364

AUDITORS

S C MOHAN PAC



WELCOME MESSAGE

FROM THE PRESIDENT

MUHAMMAD HAIRUDIN ABDUL HAMID

Assalamu'alaikum dear members,

We welcome the year 2021 with continued uncertainties where the COVID-19 pandemic is still raging in many parts of the world. The introduction of vaccines and medication in many countries including Singapore have started to ease pandemic management restrictions. While Singapore's case fatality rate is amongst the lowest in the world, the socio-economic impact of the pandemic is severe.

The ongoing impact of the disruptions and uncertain outlook has also affected Perdaus daily operations in providing our services to our stakeholders and we observe the situation will not be overcome so readily. Nevertheless, we are encouraged by the vigour and passion of our staff and volunteers who continued serving the needs of community despite the challenges. With their efforts, the majority of Perdaus programmes were converted to an online format and are now transitioning to a hybrid of online and physical sessions creating newer channels of engagements to inspire consciousness, nurture lives, empower families and build communities.

A key milestone was reached with the incorporation of Iyad Perdaus Child Development Division to being its own company limited by guarantee (CLG) on April 2021, to be known as Iyad Perdaus Ltd (IPL). Founded in 1993, Iyad Perdaus Child Development is one of the earliest childcare providers by a Malay/Muslim Organisation (MMO). Beginning with humble intentions of providing alternative care for growing numbers of working mothers, Iyad Perdaus has grown over the years to include serving the needy in the

community and outreaching to families who need the early care services in various forms. Perdaus is confident the CLG status for Iyad Perdaus will enhance its services to nurture more children in the community, regardless of race, religion and learning abilities with passion and love; in a more inclusive environment, moulding keen seekers of knowledge and leaders of the future.

On behalf of the Perdaus Council, I would like to express my deepest appreciation for all our staff and volunteers for their tireless dedication in ensuring the success of our programmes and services to the community during the past year. The fully virtual Perdaus Day celebration held for the first time in our history, together with our Teacher's Day dedication, had touched the hearts of many who attended. It also provided a renewed sense of hope and dedication to bring Perdaus to a new level in our journey towards a righteous society.

As we return to a new normal, we shall not forget those who are still struggling to find way out of this pandemic. To this end, we are grateful for our donors and various partners who have consistently supported our cause by giving their time, effort and resources. It is only with their support and the community's that we have been able to continue serving the community. The journey forward for Perdaus will be challenging, but it is through overcoming adversity we shall enhance our resilience and excel as a community, together.

Syukran, and wassalam.

PERDAUS COUNCIL 2021/2023



PRESIDENT
**Mr Muhammad Hairudin
Abdul Hamid**
Operations Controller
Council Member since 2015



VICE PRESIDENT I
**Ustaz Mohammad Taufiq
Mohamed Ismail**
Mosque Manager
Council Member since 2013



VICE PRESIDENT II
**Mr Muhammad Hafiz
Noorahman**
Financial Service Consultant
Council Member since 2017



HONORARY SECRETARY
Ms Nur Arina Mohd Adom
Mosque Senior Executive
Council Member since 2019



ASST SECRETARY I
**Ustazah Zarina Begam
Abd Razak**
Managing Director
Council Member since 2015



ASST SECRETARY II
Mdm Nazlin Mustaffa
Entrepreneur
Council Member since 2005



HONORARY TREASURER
Mr Mohd Azhar Bin Khalid
Senior Editor
Council Member since 2019



ASST TREASURER
Mr Mohd Jauhari Mohd Arsad
Civil Servant
Council Member since 2021



MEMBER
**Mr Abu Bakar Mohamad
Din**
Business Development Director
Council Member since 2019



MEMBER
Ms Rohaya Abdul Rasid
Social Worker
Council Member since 2021



MEMBER
**Mr Mohammed Farhan
Mohammed Tayib**
Educator
Council Member since 2021



MEMBER
Ms Roy'yani Abdul Razak
Legal Professional
Council Member since 2021



MEMBER
Mr Safarin Amerudin
Project Manager
Council Member since 2001

COUNCIL MEETING ATTENDANCE 2021/2023

Name/Date	8 Sept 2021	29 Oct 2021	17 Dec 2021	21 Jan 2022	11 Mar 2022	27 Jun 2022	6 Aug 2022
Bro Muhammad Hairudin Abdul Hamid	✓	✓	✓	✓	✓	✓	✓
Ust Mohammad Taufiq Mohamed Ismail	✓	✓	x	x	✓	✓	✓
Bro Muhammad Hafiz Noorahman	✓	x	✓	✓	✓	✓	✓
Bro Safarin Amerudin	✓	✓	✓	✓	x	✓	✓
Sis Nur Arina Mohd Adom	✓	✓	✓	✓	✓	x	x
Bro Mohd Azhar Khalid	✓	✓	✓	x	x	✓	✓
Ustazah Zarina Begam Abdul Razak	✓	x	✓	✓	✓	✓	✓
Sis Nazlin Mustaffa	✓	✓	✓	✓	✓	✓	✓
Bro Mohamed Jauhari Mohamed Arsad	✓	x	✓	✓	x	✓	✓
Bro Abu Bakar Mohamad Din	✓	✓	✓	✓	✓	✓	✓
Bro Mohammed Farhan Mohammed Tayib	✓	✓	✓	✓	✓	✓	✓
Sis Rohaya Abdul Rasid	✓	✓	✓	✓	x	x	x
Sis Roy'yani Abdul Razak	✓	✓	✓	✓	✓	x	✓

PARTNERSHIPS

INSTITUTIONAL MEMBERSHIP

Lembaga Biasiswa Kenangan Maulud (LBKM)
Yayasan Mendaki

PARTNERS

Alqudsi Agribusiness
AWWA
Bustaan Khat
ClubHeal
COVID-19 Migrant Support Coalition (CSMC)
Dompel Alquran
Fei Yue Family Service Centre
Fengshan CC
Hadya Kids
Hong Kah North Community Club
IDEA Cambodia
Jamiyah Children's Home
Kg Chai Chee CC
Lembaga Manajemen Infaq (LMI)
Masjid Al-Istiqamah
Masjid Ar-Raudhah
Masjid Darussalam
Masjid Omar Kg Melaka
Masjid Wak Tanjong
Pertapis Children's Home
SBY
Singapore Discovery Centre
SPD
Tamar Madinah
PUB
Warung Seni
Yayasan Peduli Umat Malang (PUMA)

IYAD PERDAUS

I have been equipped with different skills, competencies, and knowledge throughout my service in Iyad Perdaus. The training and development have helped me to develop myself both personally and professionally.

I believe that these opportunities have allowed me to advance myself greatly and I look forward to more of such upskilling in the organisation.



MS. MURNI HATTIN

**VICE PRINCIPAL,
IYAD PERDAUS HOUGANG**

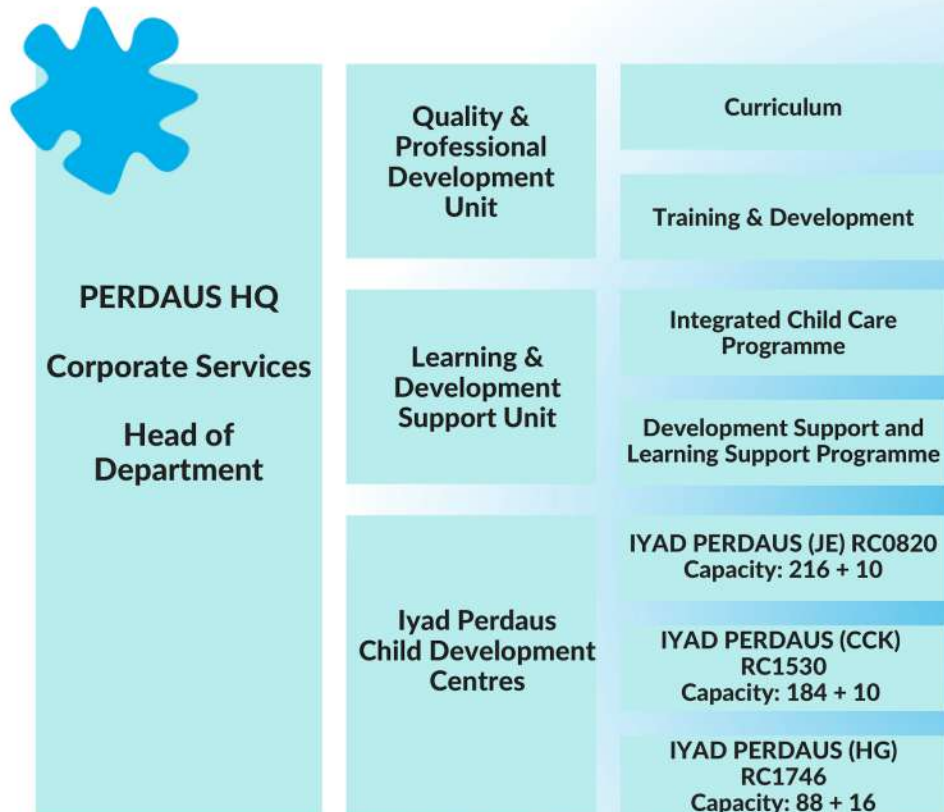
ABOUT IYAD PERDAUS

Iyad Perdaus focuses on early childhood education believing in empowering familial units for progress of our community. Its vision is to be a centre of excellence through the inspiring reflective and conscious individuals, empowering families through active engagement and collaborating with community partners. In progressing from the SPARK assessment, Iyad Perdaus introduces Core Values this year using the acronym of IQRA:

- I** ***Integrity:** Being honest and maintaining the highest ethical standards in interactions and engagement.*
- Q** ***Quality:** Commitment in pursuit of Excellence!*
- R** ***Nurture and model respect** for self, others and the environment.*
- A** ***Accept** and embrace diversity and thrive in an inclusive environment.*

Today, we are proud to be providing meaningful experiences that leave a big and permanent impression to many children. Iyad Perdaus Child Development has grown immensely and have been appointed by Early Childhood Development Agency (ECDA) under the Childcare Partner Operator (C-POP) scheme which aims to support childcare operators to improve the quality and affordability of childcare at C-POP centres. This is Iyad Perdaus’s second term being appointed under the scheme, commenced in 2021 to 2025.

STRUCTURE OF IYAD PERDAUS



STRATEGIC OBJECTIVES 2021



PEOPLE

Professional programme and non-programme employees who are passionate in carrying out the respective job functions with the right competencies required in the EC sector.

PROGRAMMES

Aligning to Singapore Preschool Accreditation Framework (SPARK) standard that includes leadership development, curriculum and pedagogical, administration, environment, age-appropriate resources and assessment.

PROCESSES

Clear processes that are aligned to government requirements, comprehensive Standard Operating Procedures (SOP) to achieve overall productivity and efficiency.

PRACTICES

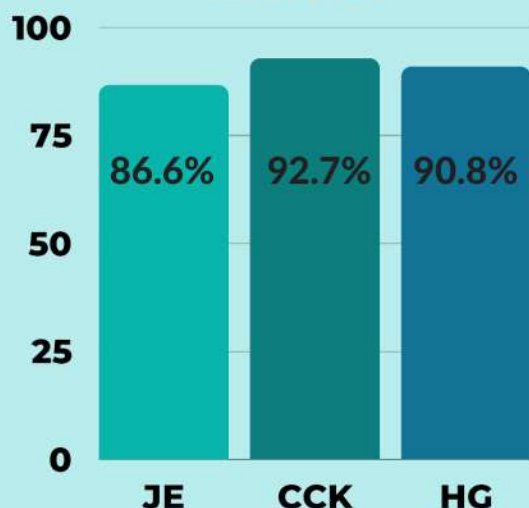
Delivery through the integrity of outstanding work ethics, fostering open communication; and adhering to policies and compliance to regulations to achieve service excellence.

PARTNERSHIPS

Engage in collaborative practices across setting, agencies and discipline, and integrate community-wide programmes and initiatives.

KEY SUCCESSIONS

PARENTS' SATISFACTION SURVEY



380 FOLLOWERS

44 POST ENTRIES

(An independent @iyad.perdaus Instagram account launched in April 2021)



24

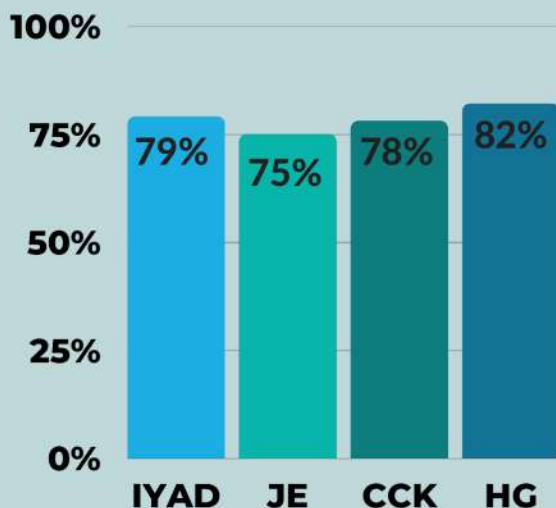
BENEFITTED FROM FLAIR PROGRAMME



5,295 HOURS

OF CONTINUING PROFESSIONAL DEVELOPMENT TRAINING (PROGRAMME STAFF)

STAFF SATISFACTION SURVEY



LEARNING & DEVELOPMENTAL SUPPORT UNIT

TOTAL IMPACTED CHILDREN

29 LEARNING SUPPORT

19 DEVELOPMENT SUPPORT

8 ICCP CHILDREN WITH DIAGNOSED NEEDS

PARTNERSHIP

116 CHILDREN

ARABIC LITERACY ENRICHMENT



PROGRAMMES: A YEAR OF EXCITEMENT

C-POP Operator

In line with the funding agreement from ECDA, Iyad Perdaus Ltd will continue to deliver our services according to the obligations and conditions of a C-POP Operator from the first year of appointment onwards. With this new identity, efforts have been put in place for goals and strategic directions to take effect.

Some viable KPIs set in the mission setting exercise include a 2-year strategic plan focusing on:

- steadying operations,
- strengthening the key focus areas for curriculum quality,
- building staff capabilities and efforts towards inclusive practices.

Steadying Operations

In the area of steadying operations, at least 99% of administrative strength participated in the review and understanding of systems with updated standard operating procedures to ensure the smooth flow of daily work processes. This was also part of the staff capabilities building effort to ensure each work domain is being supported with effective and purposeful training plans.

Strengthening Curriculum Quality

Key features in the curriculum enhancements include strengthening the framework of teaching and learning for the Music and Movement as well as the Outdoor Learning Action for the children.



A comprehensive review was planned and executed by the Quality and Professional Development Unit to look into developmentally appropriate experiences for children from infant through kindergarten with inception of teacher training on pedagogy and content to meet the holistic needs of both subject areas. This move impacted over 300 children across all Iyad Perdaus centres with over 70 teachers being trained to meet the deliverables from 2022 onwards.

Continued Efforts in Inclusive Practices

One key feature Iyad Perdaus Ltd focused on is its continued efforts towards inclusive practices. This spanned across curriculum planning, early intervention programmes as well as events like Autism Awareness week to create advocacy opportunities. Staff and families are encouraged through social media platforms to show their support for such messages and at least 50% of children and families donned blue to wear to show their commitment and participation to support children with Autism in April 2021.

PARTNERSHIPS

JURONG EAST

NAME OF PROJECT:

Recycling and Zero Waste

COLLABORATION WITH:

Muslim Missionary Society Singapore
(Jamiyah Children's Home)

PROJECT PERIOD:

May - October 2021

PROJECT DESCRIPTION:

The 'Recycling and Zero Waste' project was carried out by children and teachers of Playgroup. Together with the families, they created Do-It-Yourself educational toys, using recyclable materials. As part of this fundraising effort, these resources were bid by teachers and families and the collected amount of \$600 was donated to the collaborating organisation.

CHOA CHU KANG

NAME OF PROJECT:

Sale of Tote Bags (Good Deeds Bag)

COLLABORATION WITH:

Fei Yue Family Service Centre

PROJECT PERIOD:

July - August 2021

PROJECT DESCRIPTION:

135 pieces of printed Tote bags for personalisation were prepared and were sold to parents of Iyad Perdaus CCK for fundraising. This fundraising initiative was intended for the Fei Yue organisation to purchase grocery vouchers for needy families. A total of \$400 were collected from these sales

PARTNERSHIPS

HOUANG

<p>NAME OF PROJECT: Water WETnesdays – Every Drop Counts</p>	<p>NAME OF PROJECT: Oh! What Farm</p>
<p>COLLABORATION WITH: PUB</p>	<p>COLLABORATION WITH: Singapore Discovery Centre</p>
<p>PROJECT PERIOD: April - September 2021</p>	<p>PROJECT PERIOD: 10 September 2021</p>
<p>PROJECT DESCRIPTION:</p> <p>In creating awareness for water conservation, children were introduced to water saving techniques and taught to use the right amount of water. This was done through in-class activities that had been devised to support water conservation such as using the right of water for showering and handwashing. These activities have impacted 40 children of Iyad Perdus HG from Nursery 2 and Kinder 1.</p>	<p>PROJECT DESCRIPTION:</p> <p>52 children from Nursery 2 to kinder were involved in this field trip on practising mindful eating and eliminating food wastage. Students took on the roles of Eco Heroes and followed the facilitator on a mission adventure of discovery and investigation. Children went on SDC's garden to see and learn about various types of crops and plants. They also had the opportunity to touch and smell the plants as part of the resource package, at the same time learn about hydroponic structures.</p>

PEOPLE AND CAPABILITIES





As we were going through the second year of Covid-19 pandemic challenges, Quality and Professional Development (QPD) unit saw the need to revive sessions with teachers which were done in a physical setting during pre-Covid days.

The team then came out with new initiative to engage teachers through termly sessions which is known as Curriculum Conversation (CC). Teachers were engaged via Zoom virtual platform and involved in a variety of activities pertaining to Curriculum matters and issues.



For example, reflecting on the professional image of teachers, and sharing tips and strategies for managing temperaments and having emotional stability. Teachers also did peer sharing on learning environment and outdoor learning experiences.

CURRICULUM CONVERSATION SESSIONS FY2021

Session 01 Feb 2021	Title: The Teacher in the ARK (Advocacy, Reflect, Know and Uphold)		67 Teachers attended
Session 02 Apr 2021	Title: E.C.E (Expectations, Curriculum, Evaluations)		69 Teachers attended
Session 03 Jul 2021	Title: The Value of COIN(s) in your Learning Environment		73 Teachers attended
Session 04 Oct 2021	Title: Exploring Outdoor Learning @lyad Perdaus		59 Teachers attended

PEOPLE AND CAPABILITIES

Due to the ever-changing Covid-19 advisories, ad-hoc visits by the different government bodies at centres require centres to step up on the systems and practices. As such, the role of Liaison Specialists came about, and were made up of the members of the Quality and Professional Development (QPD) Unit.

This team was formed with the purpose to advise and facilitate centres on the unique issues and challenges that each centre may face. This includes and yet is not limited to providing support to Centre Leaders in discharging their duties efficiently and professionally.

One of the significant roles of the Liaison Specialist is to facilitate Centre Leaders on complex matters involving parents and other stakeholders and in handling resolutions for disagreement, evaluating conflict resolution approaches in accordance with organisational policies, and strengthening and sustaining a culture of team resilience.

Liaison Specialists also respond to the general queries in areas to strengthen curriculum and pedagogical practices. The presence of the Liaison Specialists working hand in hand with the Centre Leaders has been very helpful and beneficial in working through practices that are vital to ensure consistency and standardization across Iyad Perdaus Centres.



INCLUSION ADVOCACY

Our Model of Care

Iyad Perdaus started to evolve in our model of care when we started taking in children with diagnosed needs way back in 2004. The practice of ICCP as a programme promoting inclusion paved way for our current work in accepting children of different abilities. Inclusion Advocacy is to be the voice for our differing abilities children and their families as well as the various groups of staff we are managing. As of 2021 we have served approximately more than 5 diagnosed children yearly under ICCP and under the DS-LS programme, we are able to support at least about 25 children with milder developmental and learning challenges on a yearly basis.

Inclusion in the Workplace

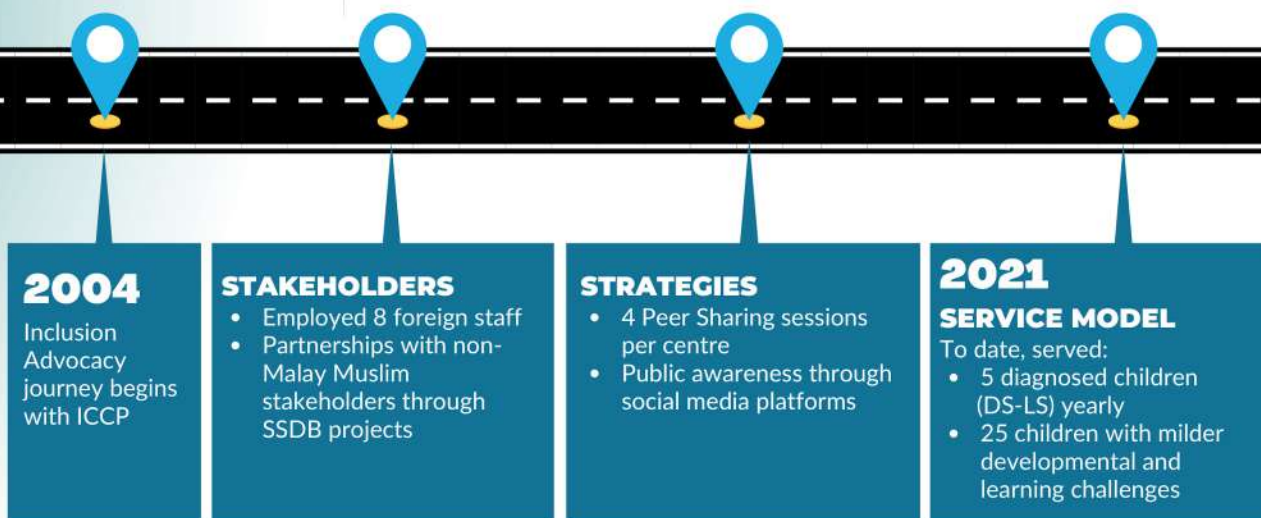
With the multiple experiences, we are able to create inclusion as the mission to work towards with inclusivity happening at the different layers of work domains and areas. In fact, to date we have a total of 8 foreign staff members in our childcare centres and we are also working closely with non-Malay Muslim stakeholders and counterparts for our projects and processes under the banner of SSDB.

Peer sharing of 4 sessions a year was conducted by the LDSU team for knowledge transference on early intervention skills and knowledge so all teachers are equipped with basic skills to support the children and do the base screening in class. End of intervention reports are also given to parents whose children have completed the DS-LS programme. 98% have given positive reviews on the development or learning support programme benefiting their children.

Raising Awareness on Inclusion

Part of our social media awareness projects to create awareness of inclusivity, Iyad has campaigns to honour the Autism Awareness Month in April and newsletter that we post to encourage readership on inclusion and special needs. In 2021 we were able to garner at least 200 viewership ratings and about at least 60 likes for our Wear Blue Campaign as we kicked started our social media presence. This is a fresh start and we endeavour to use this medium for more outreach in the years to come.

OUR JOURNEY IN ADVOCATING FOR INCLUSION



HISTORY

IN THE MAKING

What?

Since 1st July 2021, Iyad Perdaus had officially stood as its own entity and are now known as **IYAD PERDAUS LTD**

Perdaus Council has incorporated Iyad Perdaus Ltd, a Company Limited by Guarantee (CLG) and the transfer of license has been approved by the Early Childhood Development Agency thus Iyad Perdaus will officially stand on its own entity as Iyad Perdaus Limited from 1 Jan 2022.

Why?

Separating the entities between preschool (Iyad Perdaus) and non-preschool programme (Perdaus) will also allow for more focused management of funding resources, clear auditing processes, more stringent care on the training of personnel, and allocation of resources for staff salaries. This then will enhance the autonomy of the separate entity to operate its services to serve more in the community regardless of race and religion and open our doors to children of all abilities.

What Can We Expect, Moving Forward?

Iyad Perdaus values will still be grounded from our parent organisation, Perdaus, as we aim to serve the less privileged in the community and spread our outreach to families who need early care services in varying forms. We are committed to employ this new autonomous CLG status for the better good, using the direction set by the Board of Directors and aligning our vision to serve with a purpose for the benefit of all in the community. We want to assure parents and families too that there will not be any drastic changes to our modus operandi, and staff remain status quo.

Who are the Board Members?

Iyad Perdaus Limited board members currently comprises names from the Perdaus Council, to ensure continuity of collective experiences and heritage.



Chairman
Mr Safarin Amerudin



Director
Mr Muhammad Hairudin
Abdul Hamid



Director
Ust Mohammad Taufiq
Mohamed Ismail



Director
Mr Mohd Azhar Khalid



Director
Ustazah Zarina Begam
Abd Razak

TESTIMONY

FROM PARENTS

MDM SALEHA YUSOFF

PARENT OF MUHAMMAD AYDIN OF K2 GRACE AND SHIFA AYRA OF N2 CARE

My children have been enrolled in Iyad Perdaus CCK for the past year, and I am very satisfied with the curriculum, enrichment programmes as well as the whole environment of the school. The staff, teachers, and principal are warm, friendly, and professional.

The curriculum is very enriching and there is plenty of collaboration that helps the children learn about giving back to the community.

Most importantly, my children come home with good experiences, and I can see their progress and joy in learning. Thumbs up to the team, and as always, thank you for the heart work put in!

CHILDREN'S VOICES

FanZan

1. Saya belajar tentang bangunan
2. Saya suka pergi ke sekolah kerana saya belajar dan bermain
3. Kegiatan kegemaran saya adalah aktiviti luar dajjah.



Ahmad aqshainy
K2 Grace



In Iyad I can read my books

I like to dance in Iyad

TESTIMONY

FROM STAFF



ROSEMAWATI MAHMOOD

**EARLY YEARS EDUCATOR
IYAD PERDAUS JURONG EAST**

I have been working with Iyad Perdaus for nine amazing years. It has been a true blessing to be a part of this team and to be given such wonderful opportunities to work with friendly staff in a happy atmosphere. In Iyad Perdaus, we work as a team helping one another when needed and we have opportunities to ask for help and guidance from our mentors and leaders.

Iyad Perdaus has provided many training pathways for teachers and staff too. The training provided is relevant to my work and helps hone my skills. I've attained ACEY Advanced Certificate in Early Years which has contributed to my learning to care for, give guidance, and education for infants and toddlers.

In 2018, I was given another opportunity to attain PDP(E), a 3-year professional development programme to deepen my professional knowledge and skills for the improvement of my teaching practices.

I am thankful to be a part of Iyad Perdaus because my work about is valued and appreciated.



NUR ILYANA NASOHA ROSMAN

**LEAD EARLY YEARS EDUCATOR
IYAD PERDAUS CHOA CHU KANG**

My favourite aspect of working at Iyad Perdaus is the many opportunities the company has provided me for advancement and growth. They have recognised my potential and encouraged me to maximise it by trusting me with bigger responsibilities and guiding me throughout my career.

In addition, Iyad Perdaus has also been very understanding about my professional goals and has worked with me to achieve them. I have worked with Iyad Perdaus for almost 9 years, and I have seen great personal and professional growth during this period.



IMAD PERDAUS

I have been working in Perdaus for a year now. At first, everything was new to me and it made me anxious. But with the help of my colleagues and supervisor, I felt encouraged and confident to do my job well.

Certainly teaching youngsters nowadays is challenging. One of the effective methods to educate and help youngsters today understand Islam is through the use of social media. I find it beneficial to attend courses related to social media to enhance my skills as an educator. I recently attended one and it has benefitted me a lot in terms of contributing to Perdaus.



USTAZAH SYAIRAH

**ASATIZAH,
IMAD PERDAUS BEDOK**

ABOUT IMAD PERDAUS

In our mission to inspire consciousness through education, Perdaus hopes to build the religious confidence and moral outlook in our community through Imad Perdaus.

We approach this by organising our work into four categories:

- Madrasah: for students in preschool, primary and secondary levels, including Iqra' and Asas Fardhu 'Ain.
- Post-Secondary Programmes: for our youth in the certificate-level programmes SPIB and ACIS.
- Adult Programmes: classes and workshops for adult participants, such as Amazing Qur'an and Contemporary Tafsir.
- Special Projects: non-academic-oriented projects that foster the spirit of the Islamic community, such as Qurban.

Most of these educational programmes are held at both our Imad Perdaus centres, except for:

- ACIS: Held online during the pandemic period, but originally held in a central location such as Masjid Omar Kg Melaka.
- Contemporary Tafsir: held offsite at Madrasah Aljunied Al-Islamiah auditorium.



Bunayya Camp Participants



Primary Madrasah Students

MADRASAH

Madrasah Perdaus offers quality, holistic and structured weekend Islamic education for children who are from the preschool level to primary and secondary level, held at Imad Perdaus centres in Bedok and Bukit Batok. Through our Madrasah, many young Muslims have grown to be comfortable with and appreciate their Muslim identity, and has blossomed as contributing members of society.

With the ever-changing guidelines due to the pandemic, many programmes were shifted to either onsite or online depending on the situation. As such, programmes were nimbly adapted to allow disruptions without much trouble.

HIGHLIGHTS

LEADERSHIP CAMPS

- Annual Bunayya Camp
- 20 & 21 March 2021

A two-day annual kids camp adapted to Covid measurements. This camp was organised for Pri 5 students to help them feel confident as Muslims. As part of the Imad Perdaus curriculum, the camp is organised by Sec 4 students.

- Annual Qudwah Challenge
- 12 - 14 November 2021

A two-day annual leadership camp adapted to Covid measurements. This camp was organised for Sec 3 students to help them learn leadership skills as Muslim. As part of the Imad Perdaus curriculum, the camp is organised by SPIB students, and was held both online and onsite at East Coast Park.

COMMUNITY INVOLVEMENT

- Ihsan Ramadhan with Hong Kah North CC
- 11 April 2021

Perdaus and PPIS in collaboration with Hong Kah North CC organised the inaugural Ihsan Ramadhan to outreach to about 220 families by Sec 3 students.

- Ihya' Ramadhan (with Fengshan CC, Hong Kah North CC and COVID-19 Migrant Support Coalition (CSMC))
- 9 May 2021

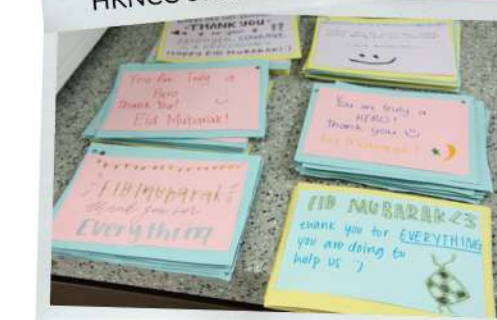
All Secondary students were tasked to be part of Ihya' Ramadhan, either by distributing food to beneficiary families, or packing goodie bags and write notes for foreign workers in dormitories.



Bunayya Camp Participants



HKNCC events with Dr Amy Khor



Greetings for Foreign Workers

NEW VIBES

- **New Online Programme**
- July to Dec 2021

VIBE is an outreach programme targeting individuals that have passion and desire to learn basic Islamic knowledge. It also offers a structured Islamic learning through online engagement focusing on the basic Fardhu Ain theories, relating Islamic view on the current issues in the community. In 2022, VIBE was attended by 12 students. The feedbacks that we received at the end of the programme were positive. The students were overall satisfied with this programme. VIBE has helped them to understand Islam better and spark their interest in pursuing further in seeking Islamic knowledge.

BEYOND THE CLASSROOM

- **Madrasah Perdaus kindy and primary online activities (with Hadya Kids and Bustaan Khat)**
- November 2021

Madrasah Perdaus organised an array of online special programmes and activities focusing on Islamic art as substitutes for the annual field trips during school holidays. Depending on the students' levels, students would have enjoyed Arabic calligraphy, stained glass and painting.

- **Virtual Mosque Visit with Masjid Ar-Raudhah**
- August 2021

Virtual Learning Journey for Secondary 2 and 3 students addressing the topic of Masjid and Youth Activism, to equip them the knowledge of Youth and dakwah to the community. Students were required to present the learning points the following week.

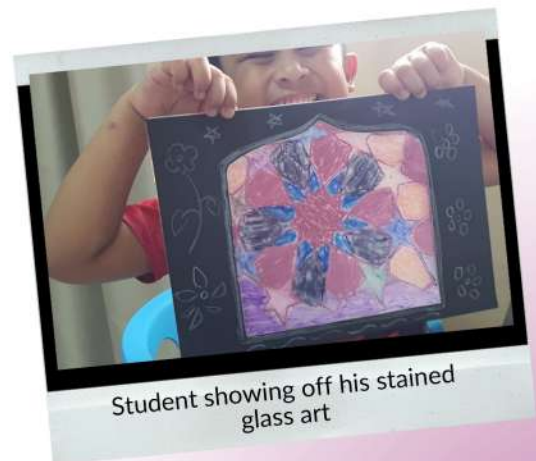
- **Mental Wellness Talks with ClubHeal**
- October and November 2021

Several sessions were conducted to equip our upper primary and secondary students with knowledge and understanding about the basic mental health issues, and strategies for a healthy body and mind.

GRADUATION

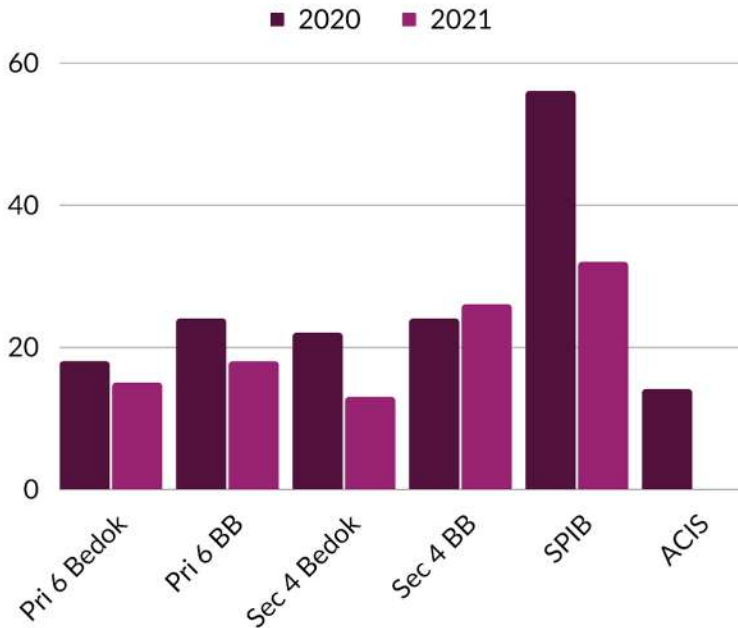
- **Hafiah 2021**
- 15 December 2021

Hafiah is an annual event to celebrate the graduating classes of Primary 6, Secondary 4 Madrasah and SPIB. The ceremony was conducted onsite and then streamed online for more family members to witness the special occasion.



MADRASAH PERDAUS IN NUMBERS

2021 GRADUATING STUDENTS



STUDENTS ENROLLED - BUKIT BATOK

YEAR	MAR	JUL	SEP	NOV
2019	416	405	400	401
2020	469	454	436	428
2021	467	470	463	447

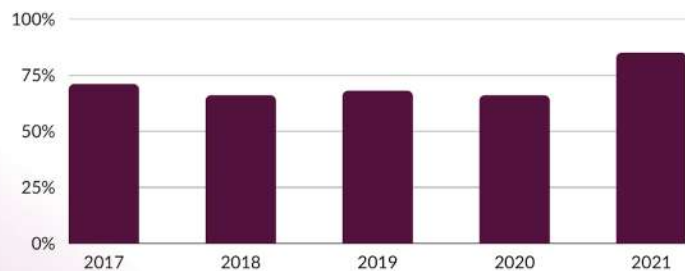
STUDENTS ENROLLED - BEDOK

YEAR	MAR	JUL	SEP	NOV
2019	311	308	295	308
2020	355	343	346	338
2021	475	441	426	343

MADRASAH PERDAUS SERVICE LEVEL SURVEY

ITEM/RESULTS	BEDOK	BUKIT BATOK	OVERALL
Administration	85.7%	83.7%	84.7%
Programme	84.1%	84.4%	84.3%
Asatizah Competency	87%	86.7%	86.9%
Online Platform	80.3%	78.4%	79.45%
Overall Satisfaction	85.1%	84.2%	84.7%

OVERALL SATISFACTION LEVELS



The survey was simplified and revised in 2021, which resulted in scores higher than 80% for the first time. A question on online learning was also added to reflect the current situation.

Total number of respondents were 49 for Bukit Batok and 58 for Bedok, through a voluntary online survey form.

POST-SECONDARY PROGRAMMES

In line with the development of youth as part of Imdad Perdaus, our focus remains in continuing to align youth development as part of Perdaus' growth. Hence, the various activities reported in Post-Secondary Programme participation and development of youth students as leaders, through programmes such as the Certificate in Islamic Studies for Youth (SPIB) and Advanced Certificate in Islamic Studies (ACIS) for Youth.

As the pandemic situation did not improve in 2021, it was inevitable that all the Post-Secondary Programme classes remain to be conducted online to adhere to the Safe Management Measures (SMM) implemented by Perdaus.

Besides that, several parts of the curriculum such as overseas expeditions had to be adapted, with safety guidelines which included travel bans, to locally planned activities.

POST-SECONDARY PROGRAMMES IN NUMBERS

YEAR 2	SPIB 13BB	22	40
	SPIB 14B	18	
YEAR 1	SPIB 14BB	19	38
	SPIB 15B	19	
	ACIS 06	24	
TOTAL	78		

ENRICHMENT ACTIVITIES

EVENT 1

RAMADHAN CHANGES ME COMMUNITY PROJECT IN RAMADHAN 2 MAY 2021

- Annual Ramadhan event, started in 2010/1431H.
- Targeted for the participants of SPIB course
- Aims and allows the students to be exposed and contribute to the society
- Serves as one of the compulsory projects in the curriculum of the ACIS course
- Planned and executed by ACIS students
- Aims to provide experiential learning, especially with regards to leadership training.

BENEFICIARIES	NO. OF FAMILIES
Hong Kah North CC	50
Fengshan CC	20
Kampong Chai Chee CC	20
Imad Bedok SSK	7
Imad Bukit Batok SSK	7
Masjid Omar Kg Melaka	50
TOTAL BENEFICIARIES	154

Activity for Year 1: Lakarkan Senyuman

Approximately 35 Year 1 Students packed and distributed Ramadhan Food Aid Hampers and NTUC Fairprice grocery vouchers to low-income households listed as beneficiaries of community and welfare organisations which Imad Perdau collaborates with.



Students distributing Food Aid hampers to beneficiaries

Activity for Year 2: Kindness Movement

Approximately 35 Year 2 SPIB students held conversations with the public, who are mainly visitors of Gardens by The Bay, about the value of kindness and its significance in Ramadhan for Muslims. Participants were gifted goodie bags, in which Islamic quotes about kindness were included in them.

Pax	Qty	Benefit/Impact
ACIS 06	24	Leadership and Da'wah hands-on training
SPIB	70	Achievement of the objectives of activities
Low-income Families	154	Social and welfare outreach from a Muslim organisation
TOTAL		223

EVENT 2

SPIB EXPEDITION 2021 (SPEX'21) THE HIJRAH QUEST! 4 SEPTEMBER 2021

- Annual overseas expedition for SPIB programme, organised by SPIB students
- 47 students participated
- Located at Pulau Ubin
- Experiential learning and application of Islamic practices, such as Fiqh Musafir



EVENT 3

HUMANITARIAN EXPEDITION 2021 (HX'21 LOCAL EDITION) 25 & 26 DECEMBER 2021

- Due to the Covid-19 pandemic and the safety measures and restrictions put in place, it was conducted locally in one day, within Singapore to fulfill the purpose of HX for the year 2021.
- Planned and executed by ACIS 06 students
- 3-part project

Part 1 HX'21: Outreach at Pertapis Children's Home

- The outreach provided an opportunity for students to feel empowered, as this project further validates their competencies, help them explore new strengths and appreciate what they are capable of, while benefitting children at the Home through fun and engaging activities.

Pax	Qty	Role	Benefit/Impact
ACIS 06	24	Planning Committee & Facilitators	Leadership and Da'wah hands-on training
Pertapis Children's Home	55	Pax	the objectives of activities <ul style="list-style-type: none"> • Interactions and sharings • Networking • Donation of items from organisers • Refurbished girls'
TOTAL			79



Part 2 HX'21: Sparks Joy

- Pre-loved clothes donation drive
- For victims of Semeru Volcanic eruption at East Java, Indonesia
- A total of 5 giant PosTKI boxes packed and delivered



Let's support Perdaus' fundraising efforts with

HBB Bakes Taster Pack

\$50 only + \$10 delivery

Sample from 7 different HBBs!

Collection/Delivery Date: 26 Dec 2021

Please order online at: swiy.io/fr2021
Or contact Ust Raja at 8127 3729. Last order: 18 Dec 2021.

FB: @perdaus.org | IG: @perdaus | www.perdaus.org

Part 3 HX'21: Fundraising Drive: HBB Bakes Taster Packs

- The students went through the entire process of planning, promoting and executing the project in terms of the technical and physical operations
- Operations involved packing baked goods from the different suppliers into individual paper bags and delivering of the packs to houses of donors who have ordered them
- A total of 123 HBB packs were sold with a profit of **\$2,365.16**.

ADULT PROGRAMMES

Imad Perdaus is responsible for the adult programmes that Perdaus offers to the public, as part of enriching our community and giving support to their spiritual and religious well-being.

Our core programmes are:

- Contemporary Reflections on the Qur'an (Contemporary Tafsir)
- Kelas Agama Dewasa
- Amazing Iqra'
- Special Projects

CONTEMPORARY TAFSIR

A fortnightly lecture series held in Madrasah Aljunied Al-Islamiah and led by Ustaz Dr Haniff Hassan, also a Perdaus former activist. Each session was also streamed live into a private Facebook group since 2016.

This series aims to guide a reflection on the Qur'an and facilitate a contemporary understanding of this sacred text. The numbers in this course fluctuate without any discernible trend; however, half of them were loyal participants from the very beginning of the series, which started in 2009.



The number of regular participants have remained stable over the years.

As restrictions were gradually loosened, sessions have restarted onsite at Madrasah Aljunied Al-Islamiah with social distancing measures applied.

Year	Pax	Started in Jan	Ended in Dec
2019	50	-	-
2020	50	Surah Ash-Shuara' 42:19 (Juz 25)	Surah Al-Jaathiyah 45:37 (Juz 25)
2021	50	Surah Al-Ahqaf 46:1 (Juz 26)	Surah Al-Hujurat 49:14 (Juz 26)

KELAS AGAMA DEWASA

The primary objective of the programme, which has six different modules, is to furnish and enhance the Fardhu 'Ain knowledge in the adult community. This is gradually expanded to Fardhu Kifayah as well, due to demand from participants.

For 2021, many classes continued to be a hybrid of online sessions via Zoom or Whatsapp video, and onsite at Imad Perdaus centres. This is based to the participants' comfort levels, and also the changing trend in finding convenience through online learning.

Year/Total Pax	Bedok	Bukit Batok
2019	161	524
2020	79	440
2021	49	371

Programme	Bedok	Bukit Batok
Asas Al-Qur'an	13	127
Klinik Al-Qur'an	36	166
Klinik Al-Qur'an Bertajwid	0	16
Asas Hafalan Al-Qur'an	0	0
Bahasa Arab Al-Qur'an	0	0
Asas Solat	0	36
Menghalusi Solat	0	24
Persiapan Bakal Jenazah	0	2
Bengkel Jenazah 2 Hari	0	0



KAD in Session

AMAZING IQRO

As per 2020, this series continued to be the hardest hit during the pandemic period and the year preceding in. As an onsite workshop that also relies on foreign instructors, this strategy will need to be tweaked for it to be resumed in 2022.

SPECIAL PROJECTS: QURBAN

Under Imad Perdaus' purview also are other planned and ad-hoc programmes which may not be a part of Perdaus' educational thrust but benefits the community, and extends our mission and work as a da'wah organisation, such as the annual Qurban project.

Our offerings are priced affordably so that it remains accessible to all levels of society, with a variety of options available.



Recipients with Qurban Meat in a Dormitory (with CSMC)



Recipients of Waqaf Qur'an (Credit: DQ)



Australian meat airflown to Singapore

The Food Aid 2021 project may have been slightly affected by more competitors that have sprung up during the post-pandemic period. With continued restrictions to travel, we were again unable to send our staff members to supervise the process in Indonesia and Cambodia. Like the previous year, the 2021 project was also boosted with the addition of Waqaf Qur'an and other additional charitable options.

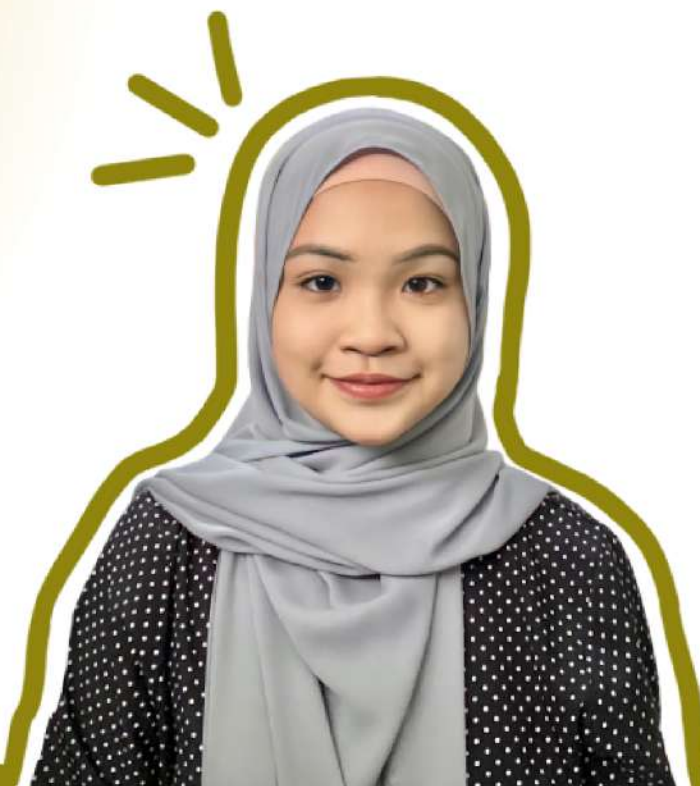
Meat from Indonesia and Cambodia were distributed to villagers of where the rites were performed. Meat from Australia were delivered to Singapore, sent to SBY to be cut into smaller pieces, for more convenience of storage for clients, and delivered in cooler bags. A portion of these meat were donated to the community. Perdaus distributed to various recipients including residents in low-income housing in Kg Chai Chee, and also to foreign workers who stay in dormitories.

Item	2020	2021	Partner	Country
Goat	795	555	LMI, PUMA	Indonesia
Sheep	157	200	Alqudsi	Australia
Cattle	5	-	Alqudsi	Australia
Cattle	57	48	IDEA	Cambodia
Waqaf Qur'an	1,000	1,394	Dompot Alquran	Indonesia
10kg rice	-	223	LMI	Indonesia
Stationery set	-	90	IDEA	Cambodia

HEADQUARTERS

Being a part of Perdaus has led me to explore and tap into the skills I never correctly utilized before. I have learned a tremendous amount from the day I started with the training, support, positivity, and guidance that constantly surrounds me.

I am immensely grateful for the abundance of opportunities that Perdaus has granted me, especially in the training and development aspect because I truly did reap what I have sown. I look forward to plenty more!

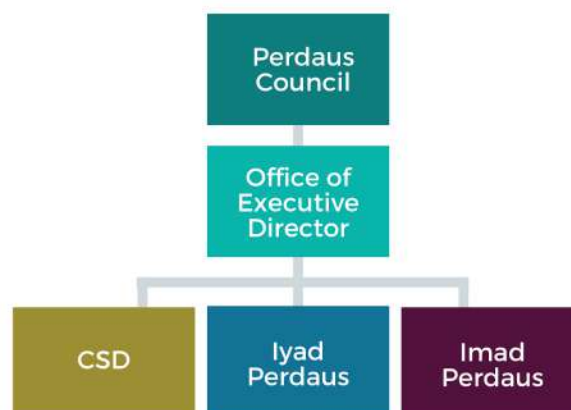


MS. ISFARZANA PUTRI

**HUMAN RESOURCE EXECUTIVE,
CORPORATE SERVICES DIVISION**

ABOUT CORPORATE SERVICES DIVISION

The Corporate Services Division (CSD) serves the functions of the office of Executive Director, Finance, Human Resource and Corporate Communications for the whole of Perdaus, and based in the Perdaus Headquarters (HQ) in Bukit Batok



HUMAN RESOURCE

HR IN NUMBERS

EMPLOYEE IN NUMBERS BY DIVISION

AS OF END	CSD	IYAD PERDAUS	IMAD PERDAUS	TOTAL
2019	9	97	9	115
2020	9	102	9	120
2021	9	102	8	119

A TOTAL OF 25 NEW EMPLOYEES WERE HIRED IN 2021.

1 HQ 23 IYAD PERDAUS 1 IMAD PERDAUS
 8 (CCK) 4 (HG) 11 (JE)

BREAKDOWN OF STAFF BY AGE AND DIVISION AS OF 31 DEC 2021

AGE GROUP	19-29	30-39	40-49	50-59	60-69
HQ	2	3	1	3	0
IYAD PERDAUS	39	34	12	9	8
IMAD PERDAUS	1	1	2	4	0
TOTAL	42	38	15	16	8



S T A F F T R A I N I N G

TRAINING HIGHLIGHTS

Lifelong learning is a continuous improvement process. Perdaus believes that it is important for all employees to have the opportunity to upgrade their skills and knowledge and that they must constantly re-learn and re-invent new and better ways to carry out their work.

This will allow employees to maximise their career opportunities and chances of advancement within the organisation.

Due to the pandemic, online learning has been made an accessible and convenient way for employees to enhance their skills, competencies, and knowledge. Online learning has now become the new norm due to the volatility of the pandemic. We have become accustomed to the usefulness of video communications.

With that we conclude, 100% of our employees achieve the minimum 20 hours of Skills-Based training.

CSD STAFF TRAINING

Skills/Competency Training
How to Attract & Retain Early Childhood Educators through Job Redesign
Tech Showcase: Live Streaming Solutions
Developing Personal Effectiveness at Operations Level
Charity Governance Conference: Towards Excellent Governance - Building A Sustainable and Progressive Charity
Certificate in High Performing Charities
Apply Employment Act in HR Practices and HR Processes

IYAD PERDAUS STAFF TRAINING

The staff training for Iyad Perdaus are based on ECDA Skills Framework as well as the needs of the individual teacher. The courses here are categorised based on competencies and skills for all Iyad Perdaus staff members, and only a sample of five courses from each categories are shared below.

Curriculum Content	Pedagogy	Human Development
Empowering Children with Body Safety Skills	Learning Through Play: Building Competence and Skills of New Early Childhood Educators in Facilitating Play	Certificate in High Performing Charities
Differentiated Learning in Numeracy	Inspired by Reggio Emilia: Designing the Outdoor Classroom	Developing the Leader in Me
Instilling a Love for Language Through Drama	Identification and Classroom Management of Pre-schoolers with Learning Difficulties	Mentoring Novice Teachers
Experience Arts & Science with Toddlers	Identification and Classroom Management of Pre-schoolers with Learning Difficulties	Mentoring for Professional Growth
Fun Elements of Art	Educational Psychology & Special Education (Certificate)	Curious Creative Thinkers
Technological Skills		Niche Specialities
Digital Marketing		Prepare Basic Chinese Desserts
Microsoft Excel 365 - Basic		My Heritage, My Legacy (Warisan ku, Pusaka ku)
Data Visualization Storytelling		LEGO Based Therapy
Basic Mixed Media Design Start Course		Overcome Your Anxiety and Stress!
Photography for Kids: Project-Based Beginner Photography		Mastering Spoken English - An Intensive Course

HUMAN RESOURCE

IYAD PERDAUS STAFF TRAINING

Quality Standards Development

Sharing on ICCP and DS-LS with MUIS through Professional Learning Circle

Building Confidence of Educators in Outdoor Learning Practices

Childhood Food Allergy and Asthma Workshop

Infectious Diseases Management in The Early Childhood Environment

Supporting Children with Speech and Language Delay

Internal Training

LDSU Sharing Session on Down Syndrome

LDSU Coaching Sessions

ICCP Sharing Sessions

DS-LS Teachers' Briefing

Internal SPARK Training 2021

ECCE Current Trends and Updates

Engagement Session on Environmental and Sanitation Standards for Preschools

Early Intervention Conference 2021

DAS Preschool Seminar 2021 - Bouncing Back: Pathway to Success

Webinar on PDPA Amendment (for Charities & Social Service Sector)

Supervisory Training in ART Self Swab (Synchronous E Learning)

IMAD PERDAUS STAFF TRAINING

Staff members at Imad Perdaus have to fill in two criteria as well for training. Besides skills and competency training for all Perdaus staff members, teaching staff members will have to complete courses offered by the Asatizah Recognition Scheme as well, organised by Muis.

Skills/Competency Training
E.M.B.R.A.C.E. Mental Health
Infographics with Data Visualisation
Social Media Marketing
The Email Etiquette Course - Business Writing with Clarity
Creative Microsoft Powerpoint Designs Masterclass
Creativity and Innovation Workshop
Writing With Confidence: Writing Beginner To Writing Pro
Introduction to Islamic Finance
Wealth and Estate Management

Asatizah Recognition Scheme Training
Moving Islamic Education
Methods in Teaching Al-Quran and its Application in Contemporary Context
Understanding Sharia in Context
Understanding Our Social World Lecture & Tutorial
Bengkel Kemahiran Asas Kaunseling
Keganasan Domestik Peranan Asatizah
Divorce Among Singapore Muslims
Introduction to Islamic Finance
Wealth and Estate Management

PERDAUS DAY 2021



Long Service Award



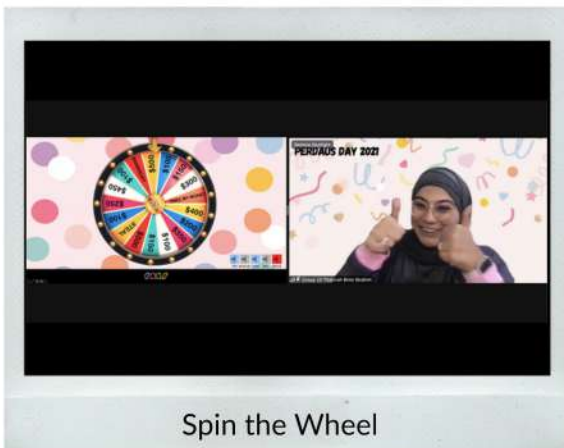
Magic Show by TK Jiang

PERDAUS DAY 2021 2 SEPTEMBER 2021, 2:30PM TO 5.00PM

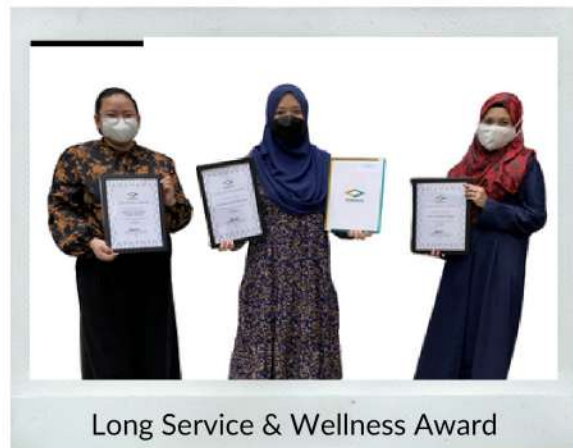
Perdaus Day is an annual event where we celebrate another year as an organisation and the efforts all employees have contributed to moulding Perdaus into what it is today. The event was conducted online for the second year, due to the pandemic, and was facilitated by FunWorks SG.

Our employees attended the online event vibrantly dressed in the colours that best represent them.

We held separate centre-based virtual award ceremonies for Wellness Awards, Best Centre Award, and Long Service Award recipients. The Long Service Awards came with a heart-warming video of the close working colleagues of the recipients wishing them well and thanking them for the impact they have made on the organisation. We also had a Lucky Draw and various interactive activities for the employees to take part in.



Spin the Wheel



Long Service & Wellness Award

EMPLOYEE ENGAGEMENT 2021



Virtual Terrarium Workshop
Photo courtesy of Ms Khadijah (JE)



Perdaus Walk Challenge
Photo courtesy of Mdm Khairunnisa (CSD)

The Employee Engagement was on the 8th of October 2021 where we organised two different events for the employees for one day.

VIRTUAL TERRARIUM WORKSHOP

The workshop took place via Zoom on 8 October 2021 from 0930AM - 1100AM. Employees had received a Terrarium kit delivered to their doorstep before the event. The Virtual Terrarium Workshop was fully facilitated by a certified trainer in Terrarium making who guided employees in making their own mini garden.

PERDAUS WALK CHALLENGE

The Walk Challenge had the employees clock the minimum number of steps/km for a reward. Employees had to submit a screenshot of the steps walked for the day. They were given till 2359hrs to complete this challenge, alone or with their family members due to the COVID-19 workplace restrictions!

VIRTUAL LEARNING JOURNEY 2021

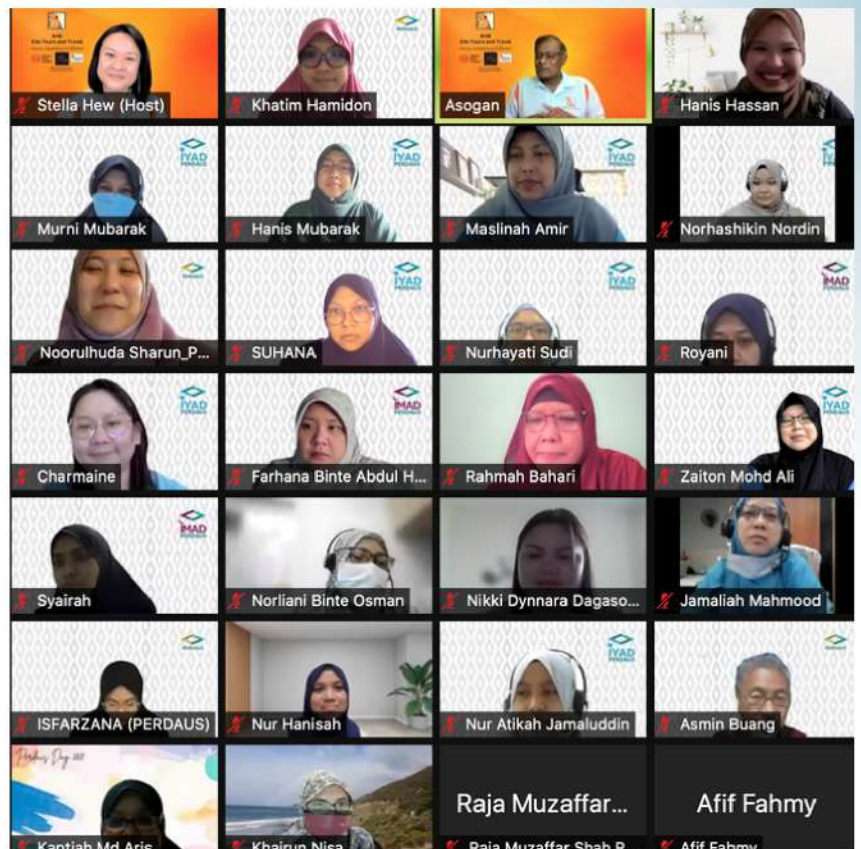
HR organised a Virtual Learning Journey to continuously engage all employees with interactive events that is also beneficial. For the year 2021, HR organised a virtual learning journey due to the uncertainty of the pandemic and its restrictions.

SEMAKAU LANDFILL 17 NOVEMBER 2021, 10:30AM TO 1.00PM

The first Virtual Learning Journey was conducted by A+B Edu Tours & Travel Pte Ltd to learn more about Solid Waste Management, its role as Singapore's remaining landfill facility as well as how we can contribute by practicing Reducing, Reusing, and Recycling.

THIS IS US 8 DECEMBER 2021, 10:30AM TO 1.00PM

The second Virtual Learning Journey was facilitated by A+B Edu Tours & Travel Pte Ltd who brought us on a virtual tour to Maghan Aboth Jewish Synagogue, Bencoolen Mosque, other places of worship, the Inter-Religious Organisation, and the diverse communities along Waterloo Street.



FINANCE

PERDAUS INCOME & EXPENDITURE

Figure 1 shows the Perdaus 2021 & 2020 Income and Expenditure comparison, and is a snap-shot of the Perdaus Financial Report.

Figure 2 is the breakdown of the main financial figures for FY 2021.

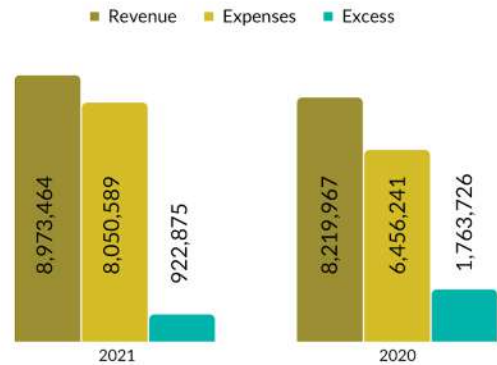


Fig 1: Comparison FY2021 vs FY2020

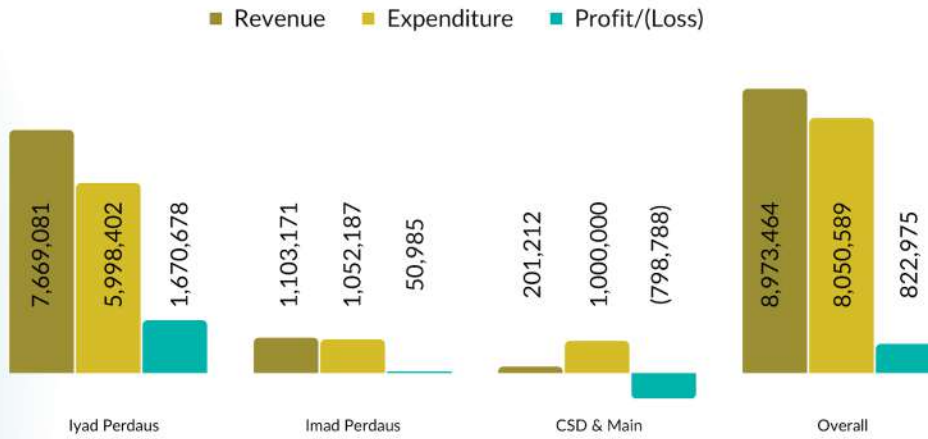


Fig 2: Comparison across divisions

MANPOWER TO REVENUE

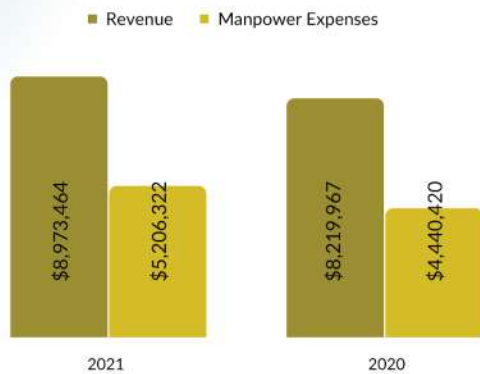


Fig 3: Perdaus FY2021 Manpower % Comparison to Revenue

- An average of 58% of the revenues are spent on manpower in FY2021 compared to 54% in FY2020.

FINANCIAL RESERVE RATIO (FRR)

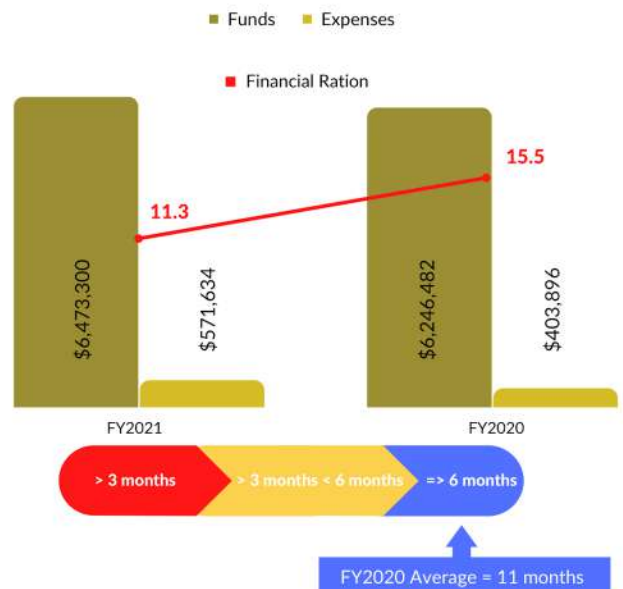


Fig 4: Perdaus FY2021 Available Funds vs Operational Cost

IYAD PERDAUS INCOME & EXPENDITURE

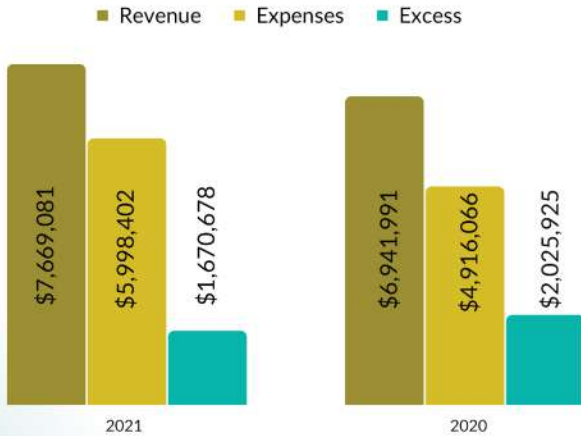


Fig 5: Iyad Perdaus 2021 & 2020 Income and Expenditure Comparison

- Manpower cost is inclusive of honorarium expenses.
- The renovations are for the Choa Chu Kang RC conversion and and the Jurong East cyclical maintenance.

INCOME (HIGHLIGHTS)

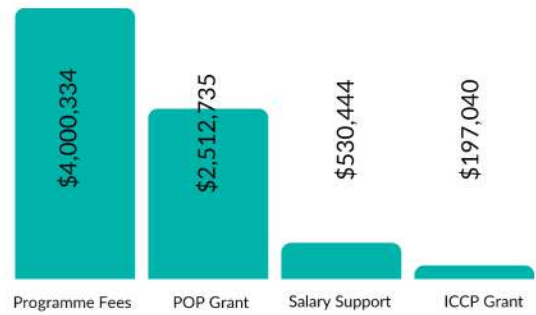


Fig 6: Top 4 income highlights for Iyad Perdaus

EXPENSES (HIGHLIGHTS)



Fig 7: Top 2 expenses highlights for Iyad Perdaus

IMAD PERDAUS INCOME & EXPENDITURE

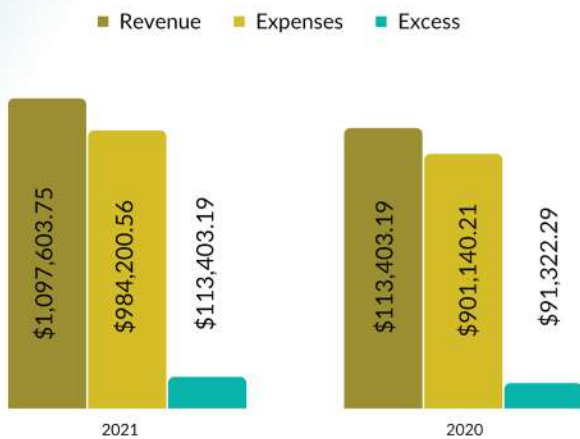


Fig 8: Iyad Perdaus 2021 & 2020 Income and Expenditure Comparison

INCOME (HIGHLIGHTS)



Fig 9: Top 3 income highlights for Imad Perdaus

EXPENSES (HIGHLIGHTS)

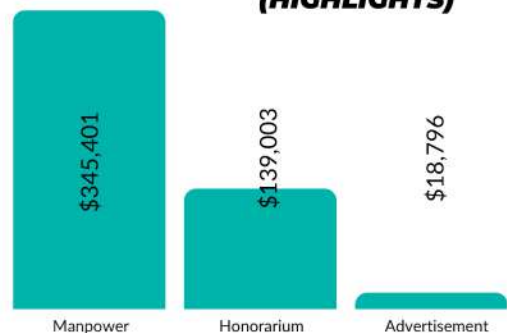
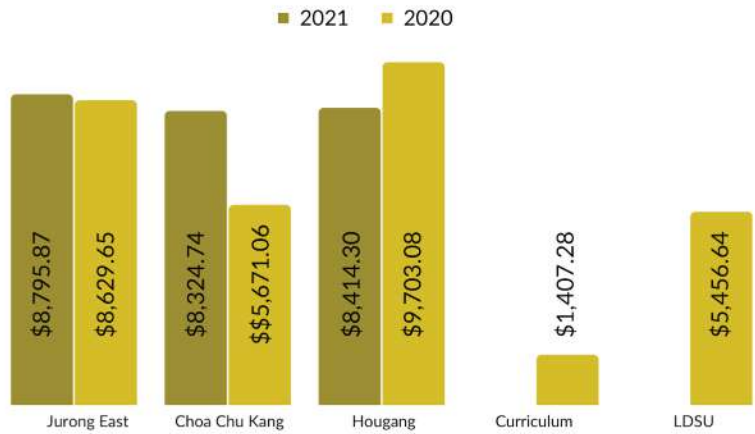
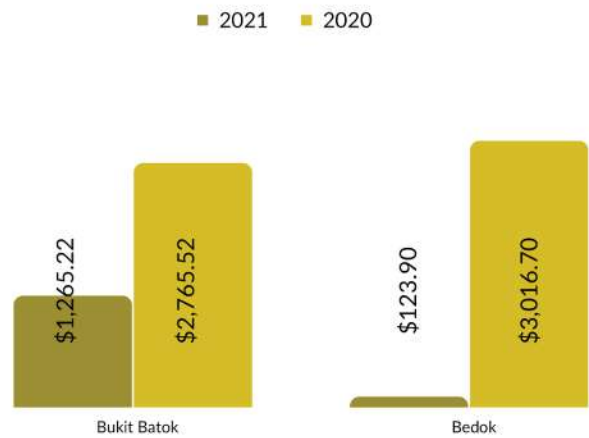


Fig 10: Top 3 expenses highlights for Imad Perdaus

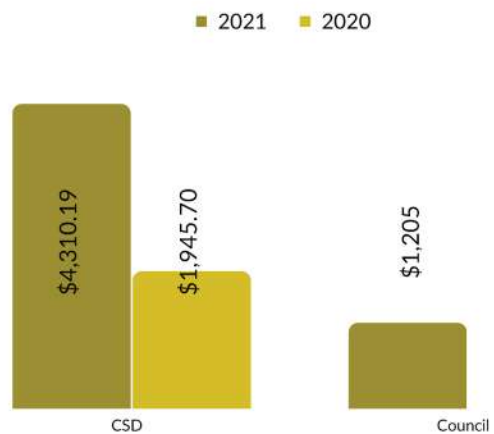
IYAD PERDAUS TRAINING EXPENSES



IMAD PERDAUS PERDAUS TRAINING EXPENSES



TRAINING EXPENSES FOR OTHERS



SUPPORT GROUP EXPENSES

Allocation Percentage is a percentage that is assigned to each centre/department other than Secretariat, Finance & Human Resource for the support offered.

ALLOCATION PERCENTAGE OF SUPPORT GROUP EXPENSES YEAR ENDING 31ST DECEMBER 2021

Centre	Employee Head Count (in HR Payroll)	HR %	Finance %	Overall %
Imad Perdaus Main	0	0%	6%	3%
Bedok	5	4%	4%	4%
Bukit Batok	4	3%	5%	4%
Jurong East	49	34%	34%	34%
Choa Chu Kang	45	32%	28%	30%
Hougang	38	27%	19%	23%
LDSU	0	0%	5%	2%
Iyad Perdaus Others	0	0%	0%	0%
TOTAL		100%	100%	100%

Computation of Percentage

- Overall percentage is determined by taking the average percentage of HR and Finance.
- HR costs distribution is based on number of Employee Headcount. The basis is used because HR covers need of individual employee.
- Employee Headcount includes those who leaves or joins Perdaus during the Financial Year.
- Finance costs distribution is based on the total revenues and expenses that each centre/department incur in FY2021. The cost incurred by Corporate Service Department is \$667,189.
- The actual cost incurred by Corporate Support Division is \$1,667,189. The \$1 million donation to IPL is not included in the cost incurred distribution percentage.
- Based on the total calculations, the ratio for each centre/department will be Iyad Perdaus Group: Imad Perdaus Group is 90:10 respectively.
- The allocation is reflected in the table below for FY 2021

COMPUTATION OF PERCENTAGE

Centre	Total Revenue (\$)	Total Expenditure (\$)	Finance % (Ave)
Imad Perdaus Main	256,907	273,341	6%
Bedok	346,129	355,997	4%
Bukit Batok	500,135	354,862	5%
Jurong East	3,361,869	1,856,209	34%
Choa Chu Kang	2,482,932	1,773,821	28%
Hougang	1,580,379	1,322,898	19%
LDSU	238,877	435,252	5%
Iyad Perdaus Others	5,024	11,020	0%
TOTAL	8,772,252	6,383,400	100%

FUNDRAISING

Fundraising activities for Perdaus are held annually to garner funding through various selling of products and collaborations with various vendors.

With COVID-19, income from Imad Perdaus was affected due to restrictions in providing services. As such, fundraising income becomes an increasingly necessary need.

Various projects were conducted by Imad Perdaus for fundraising from March to December 2021.

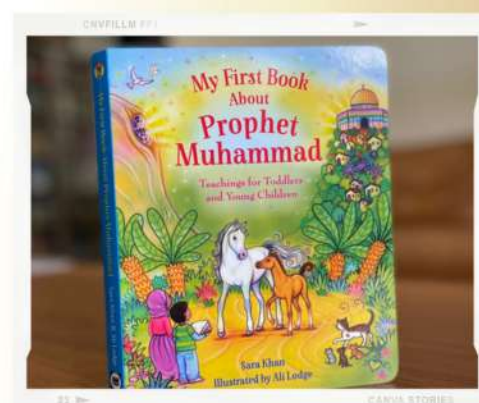
Besides that, donations from online programmes and classes netted additional fundraising dollars.

The total funds generated from these activities were **\$69,292.21**, exceeding the initial target of \$60,000.

The breakdown for the projects are as below:

Timeline	Item	Price	Units	Funds Raised
Ramadhan	Ramadhan Dates	\$25	755	\$12,850
	Rempeyek Kacang	\$15	381	
	Food Aid	-	-	\$19,014
Qurban	Waqaf Al-Qur'an Indonesia	\$15	1,394	\$3,612.50
	Stationery for Cambodian children	\$15	264	\$687.50
	Waqaf Rice for Indonesian beneficiaries	\$15	715	\$1,900
Sep-Dec	Qur'an Amal Al-Mihrab	\$200	20	\$3,838.32
	Qur'an, Azan Clocks & Tajwid Books	-	-	\$5,350
	Waqaf Al-Qur'an Singapore (Sep-Dec)	\$28	392	\$5,096
	Waqaf Al-Qur'an Indonesia (Sep-Dec)	\$15	1,732	\$8,660
	Pan-fried Satay Amal	\$40 for 3	243	\$3,086.20
	HBB Bake Sale	\$50	123	\$2,365.16

Item	Profit
MDWP Pax Donations	\$1,241
Sale of Books for Storytelling	\$350
KAD Donation Box	\$1,340.70



DONATIONS

Item	Profit
General Donation	\$22,496.92
Imad Perdaus Donation Boxes	\$1,387
Other Donation Box	\$720.90
Waqaf Madrasah	\$20,171.23

Donations are donated income generated through mostly passive means. The bulk of them came from donations during Ramadhan through online means, such as Paynow, and cash. It also came from Perdaus's donation platform either with PayPal or with the NVPC donation platform, giving.sg. Corporate donations were also placed under this category.

Waqaf Madrasah referred to ongoing Waqaf Madrasah campaign that commenced in 2019.

For 2021, the income from such donations netted Perdaus **\$44,776.05**.



CORPORATE COMMUNICATIONS

NEWS & ADS IN NUMBERS

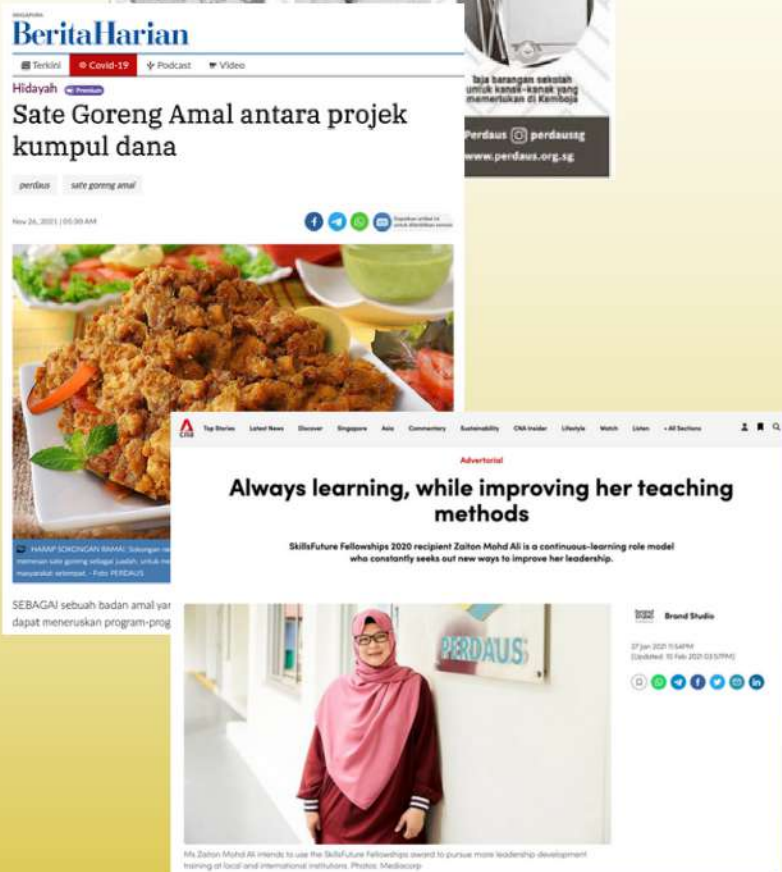


BERITA HARIAN ADS

TYPE	2019	2020	2021
FRONT PAGE	13	13	13
QUARTER PAGE	11	13	7
KOMUNITI KITA	-	3	0
TOTAL	24	29	20

TRADITIONAL MEDIA EXPOSURE

MEDIA/YEAR	2019	2020	2021
Berita Harian	15	1	3
Berita Harian Write-ups	6	7	5
Berita@Mediacorp	2	2	2
Detik	1	1	0
The Straits Times	3	0	0
Today	0	0	0
Channelnewsasia	1	0	1
Lianhe Zaobao	1	0	0
Total	29	11	11



ONLINE COMMUNITY OUTREACH

With continued semi-closure of the country and continued Work From Home policies from many offices due to the pandemic, the popularity and higher demand for online programmes remained voracious.

The Perdaus media team with the assistance of Imad Perdaus were in place to continue outreaching to the public for dakwah and engagement by offering online activities and programmes that can be enjoyed by many levels of the community.

These activities include monthly engagements of online talks with interactive Q&A, and online festival on special occasions with talks, forums and children's activities. Number of attendees only reflect "live" participants. Some of the talks were also rebroadcasted on YouTube and Facebook to capture a larger perpetual audience.

They are also an additional source of income through donations from participants.

Timeline	Topic	Pax
Jan	The Blessings of Time	70
Feb	Jodoh, Honeymoon & Onionmoon	50
Mar	The Night Ascension: Lessons for a Righteous Society	50
Ramadhan Campaign	Ramadhan in the New Norm with Your Little Ones	50
	Power Up! Your Night of Power	20
	Ramadhan Storytelling	20
	Perdaus x Warung Seni Ramadhan Zoom Art Workshop	16
Online Family Festival	Perdaus x Warung Seni: Zoom Holidays! x4	41
	Exam Prep Now!	15 parents + students
	Don't Paiseh!	100
	Positive Parenting for Muslim Parents	80
	Fathers Raising Men	60
	Jururawat Bertudung: Mari Teliti	50
Reminiscing Rasulullah SAW	Wives of Rasulullah SAW: Lessons on Marriage	40
	What We Can Learn from Rasulullah SAW on Leadership (in Malay)	50
	Storytelling + Craft Session for Our Little Khalifahs: Who is Rasulullah SAW?	28 parents
Nov	Mental Wellness & Your Child	70
Dec	NS HACKS: A Guide For Muslim Enlistees	50



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