



PERDAUS

ANNUAL REPORT 2020

ADAPT & OVERCOME

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PRESIDENT'S MESSAGE

Mr. Safarin Amerudin



Assalamualaikum wr wb

Dear respected members of the Perdaus family,

All praises to Allah. Peace be upon the Prophet Muhammad, his family, companions and those who strive in His Cause from the beginning until the end of time.

2020 has been a memorable and eventful year for many of us. The COVID-19 Pandemic, Circuit Breaker, Safe Entry and social distancing measures, online learning and meetings, alternate work shifts...those are just some of the new challenges that we all faced.

It has tested our responses to the situation: centre closures, reduced classes, readjusted programmes and cancelled mass events. It also lays bare the high and low moments of the organisation and all of us as a big family.

Alhamdulillah, with everyone's patience, quick thinking, tenacity and looking out for each other, we managed to go through it without adverse effects. And it did reaffirm the meaning of ukhuwwah (spirit of brotherhood and sisterhood).

I would like to convey my heartfelt appreciation and gratitude to all our staff, volunteers, members, the Council and partners for the sacrifices and support throughout those challenging times. May Allah reward you with the best of rewards.

As the saying goes, "Where there are challenges, there are opportunities". Thus, those experience have brought about positive changes for us to work on – an increase in social media engagement, a rethinking of our dakwah approaches, a better understanding of our capabilities, and an expansion to new areas. This will be the next phase of the organisation's growth, where it is critical to put our minds and hands together in exploring new frontiers and platforms in our efforts to achieve our vision, "Towards a Righteous Society".

Let us continue to du'a for His blessings and guidance. Amin. Wassalam Safarin

EXECUTIVE DIRECTOR'S MESSAGE



Mr Asmin Buang

Dear Perdaus Members

Assalamu'alaikum wr. wb.

In the Name of Allah, The Most Beneficent The Most Merciful,

2020 has been an unusual and challenging year for many. No one ever thought that Sars-CoV 2 would turn into a pandemic within 3 months after it was first discovered in Wuhan, China.

Alhamdulillah, all praises be to Allah. When Singapore went into lockdown in April, we were able to adapt. Yes, we did have initial hiccups but our staff responded very well to the situation.

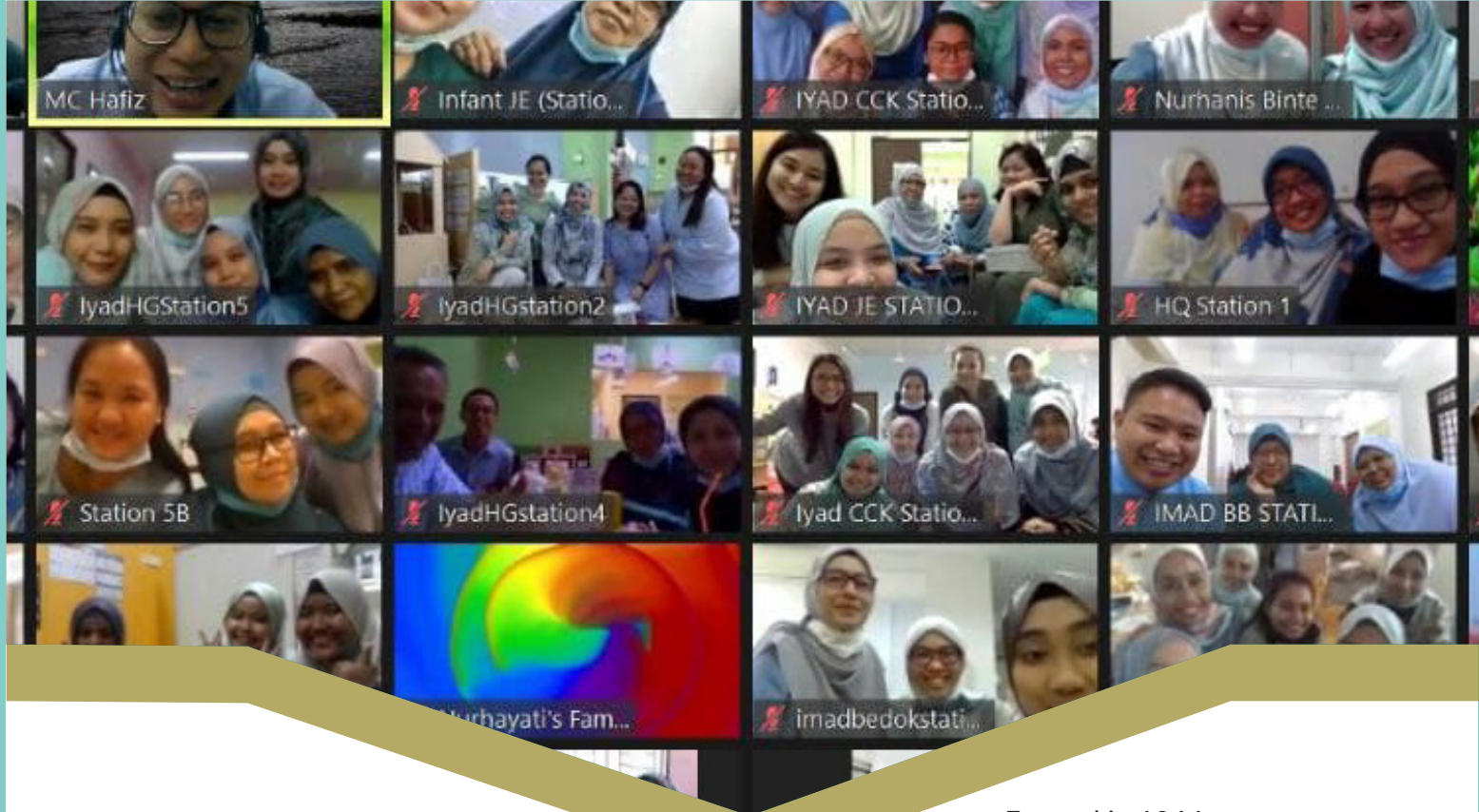
Staff of Imad Perdaus transformed our weekly classes from onsite to online very quickly with the adaptation of online platform such as Microsoft Teams and Zoom. Home-Based Learning became the staple for our younger students in Madrasah and youth programmes. KAD literacy classes for seniors used WhatsApp and other social media platforms.

As for Iyad Perdaus, our staff worked through the Circuit Breaker to provide care services to children of frontline and essential workers. It was an operationally challenging period. Some of our lead staff were down due to quarantines and Stay-Home Notices. There were many disruptive cleaning and disinfecting processes, and our staff faced exhaustion. Despite these setbacks, Iyad Perdaus managed to pull through.

This pandemic will not go away any time soon. Perdaus as an organisation must adapt to the new normal to survive and to prosper. We need to be creative and to be willing to accept new ways and new technologies to move forward. We need to come out with a new service model to serve our current beneficiaries and to outreach to new ones. With all the dedicated people and talents in our midst, I am confident Perdaus will do well in years to come.

I would like to thank everyone in Perdaus for all their hard work in 2020. I would like to express my special thank you to all our donors for their generosity and sticking with Perdaus all this while. Thank you too to our volunteers and partners for their assistance and their valuable time spent ensuring the successful executions of various projects. Last but not least, I would like to thank all our stakeholders for their continued support and belief in our programmes and services. Thank you all, may each of you be rewarded by Allah with the best of rewards.

May Allah guide us all, give us the means and strength to bring Perdaus forward and may Allah make things easy for us. Ameen.



CORPORATE INFORMATION

Formed in 1964,

Perdus has had more than a 50-year history of providing educational and leadership development services to the community.

Today, Perdus 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.

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

Charities Act.

OUR VISION

A Righteous Society

A righteous society is defined as a community which:

- Is God-conscious
- Values human dignity and liberty
- Is compassionate and kind
- Enjoins social justice

OUR MISSION

To Inspire consciousness, Nurture lives, Empower families and Build communities

I. Mission – Faith & Spirituality

- Inspiring consciousness through education

II. Mission – Education & Transmission

- Nurturing Lives and Empowering Families through advocacy

III. Mission – Action & Participation

- Building communities through meaningful engagement

PERDAUS CORPORATE DIVISIONS



The Perdaus Corporate Divisions chart

PERDAUS COUNCIL 2019/2020



PRESIDENT
Mr Safarin Amerudin
Project Manager
Council Member since 2001



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



VICE PRESIDENT II
Ustaz Jakfar Hj Embek
Director
Council Member since 2013



HONORARY SECRETARY
**Ustazah Zarina Begam
Binte Abd Razak**
Managing Director
Council Member since 2015



ASSISTANT SECRETARY
**Mr Md Hafiz Bin
Noorahman**
Future Ready Executive Assistant
Council Member since 2017



HONORARY TREASURER
**Mr Md Hairudin Bin
Abdul Hamid**
Operations Executive
Council Member since 2015



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

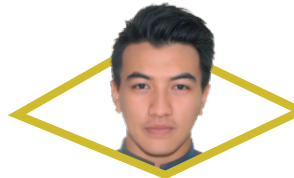
MEMBERS



**Ms Arina Binte Mohd
Adom**
Research Assistant
Council Member since 2019



**Mr Abu Bakar Bin
Mohamad Din**
Consultant
Council Member since 2019



Mr Faiz Johari
Nurse
Council Member since 2017



**Mdm Nazlin Binte
Mustaffa**
Entrepreneur
Council Member since 2005



Mr Hisham Bin Zainal
Educator
Council Member since 2019

MEETING ATTENDANCE

NAMES	1	2	3	4	5	6	7	AGM 18 JULY 2020
	23-Sep-19	19-Nov-19	5-Dec-19	18-Feb-20	16-Mar-20	28-Apr-20	29-Jun-20	
Safarin Amerudin	✓	✓	✓	✓	✓	✓	✓	✓
Ust Md Taufiq Ismail	X	X	X	✓	✓	✓	✓	✓
Ust Jakfar Embek	X	✓	✓	✓	✓	✓	X	✓
Utzh Zarina Begam Abd Razak	✓	✓	X	✓	✓	✓	✓	✓
Md Hafiz Noorahman	X	X	X	✓	✓	X	✓	✓
Md Hairudin	✓	X	X	X	X	X	✓	✓
Azhar Khalid	✓	X	X	✓	✓	✓	X	✓
Faiz Johari	✓	X	✓	X	✓	✓	X	✓
Hisham Zainal	✓	✓	X	✓	✓	✓	X	✓
Arina Adom	✓	✓	✓	X	X	✓	✓	✓
Nazlin Mustaffa	X	✓	X	X	✓		✓	✓
Abu Bakar Md Din	✓	✓	X	✓	✓	✓	X	✓
Nur Zakiah Sidek	✓	✓	X	X	X	X	X	✓
Also in attendance: Nurhafihz Noor (Resigned)	X	X	X	X	X	X	✓	✓

NAMES	8	9	10	11	11	12	13
	23-Oct-20	28-Dec-20	29-Dec-20	11-Feb-21	19-Feb-21	22-Feb-21	24-Mar-21
Safarin Amerudin	✓	✓	✓	✓	✓	✓	✓
Ust Md Taufiq Ismail	✓	✓	✓	✓	✓	✓	✓
Ust Jakfar Embek	✓	✓	✓	✓	X	X	✓
Utzh Zarina Begam Abd Razak	✓	✓	✓	✓	✓	✓	✓
Md Hafiz Noorahman	✓	✓	✓	✓	✓	X	✓
Md Hairudin	✓	✓	✓	X	✓	✓	✓
Azhar Khalid	✓	✓	✓	✓	✓	✓	✓
Faiz Johari	✓	✓	✓	✓	X	X	X
Hisham Zainal	✓	✓	✓	✓	✓	X	X
Arina Adom	✓	✓	X	✓	✓	X	X
Nazlin Mustaffa	✓	✓	✓	✓	✓	✓	✓
Abu Bakar Md Din	✓	✓	✓	✓	✓	✓	✓
Nur Zakiah Sidek	X	✓	✓	X	✓	✓	RESIGNED
Also in attendance: Nurhafihz Noor (Resigned)	✓	✓	✓	✓	X	X	X

56th AGM

ATTENDANCE

COUNCIL

- 1 Md Hafiz Noorahman
- 2 Mohammad Taufiq Mohamed Ismail
- 3 Mohd Azhar Khalid
- 4 Mohd Jakfar Hj Embek
- 5 Safarin Amerudin
- 6 Zarina Begam Abd Razak

MEMBER

- 1 Abu Bakar Mohamad Din
- 2 Faiz Johari
- 3 Hafiz Mustaffa
- 4 Hisham Zainal
- 5 Nazlin Mustaffa
- 6 Nur Arina Mohd Adom
- 7 Nur Zakiah Sidek
- 8 Nurhafizh Noor

STAFF

- 1 Asmin Buang
- 2 Azhani Abu Basri
- 3 Farah Mashhur Ali
- 4 Farhana Abdul Hamid
- 5 Khairun Nisa Othman
- 6 Khatimatul Husna Hamidon
- 7 Masturah Khatoon
- 8 Mohd Afif Fahmy
- 9 Noorulhuda Sharun
- 10 Nur Hanis Mubarak
- 11 Nur Hidayah Azman
- 12 Nurhanis Hassan
- 13 Nurlyana Mohd Ismail
- 14 Zaiton Mohd Ali

MINUTES OF MEETING

The agenda for the meeting will be as follows:

1. Opening and Welcome Speech by President
 2. Approval and Confirmation of the Minutes of 55th Annual General Meeting
 3. Approval and Confirmation of the Audited Accounts for the year ended 31st December 2019
 4. Approval and Confirmation of the Department Reports for the year ended 31st December 2019
 5. lyad Perdaus & Any Other Business
 6. Closing Remarks
-

1. Attendance

1.1. The 56th Annual General Meeting was attended by 14 Perdaus members and 14 staff members.

2. Opening and Welcome Speech

2.1. The meeting commenced with the recitation of Al-Fatihah by the Executive Director, Bro Asmin Buang.

2.2. President expressed his appreciation for Council members and staff who took time and be present at this annual general meeting. He said that this year AGM is very significant as this is the first time Perdaus conducts it online due to the current pandemic.

2.3. In the light of the current situation, Bro Safarin believed many of the members and staff are very anxious on what would be the move forward for Perdaus. He shared that Perdaus has taken the necessary safety measures to make sure all stakeholders are in a safe environment.

2.4. President thanked all who were directly and indirectly involved as all efforts cannot be achieved without full commitment and support of stakeholders. He also thanked everyone for looking out for each other during these trying times and believed that despite this challenging period, there are many new opportunities that we can explore.

2.5. President would like to register his thanks to the team who contributed to the well-presented Annual Report 2019.

3. Confirmation of 55th AGM Minutes

3.1. There is no matter raised on 55th AGM Minutes.

3.2. The 55th AGM Minutes approval were proposed by Sis Zarina and seconded by Sis Zakiah.

4. Approval and Confirmation of the Audited Accounts for the year ended 31st Dec 2019

4.1. In updating the Council, Sis Noorul shared that there is a decrease in the overall financial performance for Perdaus. She explained that this is due to an increase of headcount when Iyad Perdaus Choa Chu Kang underwent expansion.

4.2. Perdaus received \$105,539 in 2019 for Zakat, which was about a 30% increase from the amount we received in previous years. Sis Zarina would like to register her thanks to the Zakat team for their hard work.

4.3. In response to Ust Jakfar, Sis Noorul explained that the Restricted Fund in the Financial Statement is referring to the funds that we received to carry out LDSU programmes.

4.4. In response to Ust Taufiq's query on the Tote Board Social Service Fund, Sis Zaiton explained that it was a fund received from NCSS. She shared that parents would have to pay a very high amount of fees should we not receive the funding and that it may lead to no take-up for the programme.

4.5. Sis Zarina highlighted the amount of \$959,828 under addition for Renovations, under Plant and Equipment financial statement.

4.6. The Financial Report was proposed by Ust Jakfar and seconded by Ust Taufiq.

5. Approval and Confirmation of the Department Reports for the year ended 31st Dec 2019

5.1. Errors were alerted in the Annual Report 2019 and the clarifications noted by members and staff. The meeting noted these changes for the Annual Report 2019:

5.1.1 Sis Zaiton spotted error on Page 5 – Capacity of 172 from only 96 > It should have been Capacity of 172 from only 90.

5.1.2 Sis Zaiton also spotted typo error on Page 23 – Programme for Educators (PDP-E) > It should have been Programme for Educarers.

5.2. In response to Bro Nurhafihz, Sis Zaiton explained that the Service Level Survey are measured by a list of questions on admin matters, teacher's professionalism, communication and overall services. Bro Asmin added that this survey also applies to Imad Perdaus using 5-point Likert scale and the scores will then determine the Best Centre Award for the year.

5.3. In response to Ust Taufiq, Sis Masturah shared that staff turnover for 2019 was 5% and not all are work-related. To date, we are still facing employees leaving the organisation, but recruitment process has improved compared to previous years.

5.4. In response to Bro Safarin's query on how the students are responding to the current situation, Sis Zaiton responded that initially after Circuit Breaker Phase 1 & Phase 2, it was difficult because all the bays for the 3 centres have to operate and they cannot congregate.

5.5. Sis Zaiton also added that considering all children 2 years and above have to put on mask, it is also challenging for the teachers because after few minutes, the children will tend to remove their masks. ECDA also managed to get sponsor for Face Shield for all teachers and students from Temasek Holdings.

5.6. In response to Bro Hafiz Noorahman who asked if there were any sharing sessions by the leaders who attended overseas study trip, Sis Zaiton shared that Iyad Perdaus leaders do practice that so that there is a transfer of knowledge and sharing of best practices at Centre's level.

5.7. In updating the Council, Sis Zaiton shared that for C-POP 2.0, Iyad Perdaus has been shortlisted for the next stage. ECDA has requested for more information and dateline is on 5th August 2020.

5.8. Sis Zaiton further shared that there was open tender at Blk 431 Bedok North, and Iyad Perdaus has recently submitted the application. The centre's capacity is estimated at 96 childcare and 10 infants. There were 4 operators bidding for the same site. Iyad will know the outcome in August 2020.

5.9. In response to Bro Nurhafiz query, Bro Asmin shared about our Business Technology System (BTS) run by Aquila Logic that captures all our fundraising transactions, including the donors. He further shared that Mdm Fatimah Atan is currently assisting with the consolidation data of the donors.

5.10. In response to Sis Nazlin on Curriculum Review, Sis Hanis Mubarak explained that some of the significant changes made to the Imad curriculum includes the change of "I love Islam" books to an International version to better suit our part-time students. In terms of activities, no major changes were made but what were improvised are more to the strategies in the lesson plans.

5.11. In response to Sis Zarina query on whether there are any plans to also review the curriculum for Post-Secondary programmes, Bro Asmin responded that Imad are taking these changes in stages as we do not have the capacity to change everything at the same time. The plan for this year 2020 is to make the implementation and to do the necessary enhancement to the programmes for primary level.

5.12. Sis Zarina proposed to form a committee to work on the Curriculum Review for Post-Secondary. Sis Nazlin seconded to the suggestion. In response, Bro Asmin thanked Sis Zarina for proposing the idea, however he shared that it is very important to have an active working committee for these changes to be effective and successful.

5.13. In response to Bro Safarin query on how many students do we currently have for Post-Secondary, Sis Azhani replied that we have an average of 30 students per class, hence total about 150 students.

5.14. In response to Sis Nazlin who asked if we have a consistent number in student enrolment for SPIB and ACIS, Sis Azhani explained that the numbers depend very much on the cohort of the Secondary 4 students year after year.

5.15. In response to Sis Nazlin, Bro Asmin explained that one of the bigger reasons in the difference in number of enrolments for KAD classes between Bedok and Bukit Batok are mainly because there are fewer competitors in the West area compared to the East. In addition, the location for Bukit Batok is very convenient and strategic as it is very near to the MRT station.

5.16. Bro Hafiz Noorahman suggested that for future Annual Reports, it will be good to standardize the format and include the percentage and number of students enrollment for all the classes and the future plans of every department for the upcoming year.

5.17. In updating the Council, Sis Nurhanis clarified that the reason for the high amount of training expenses for LDSU department is mainly because we gave Training Sponsorship to our 2 foreign teachers for the Specialist Diploma in Early Childhood Learning Support (SDELS) and there were no training grants and subsidies for foreigners.

5.18. In response to Sis Zarina who asked why local staff were not sent for the SDELS training sponsorship instead, Sis Zaiton shared that foremost, there were salary reimbursement for the 2 foreign staff but it will only be reflected in year 2020 due to the course completion date.

5.19. Sis Zaiton further explained that there were no take-ups from our local staff for the SDELS training sponsorship due to other commitments such as family and the training hours which are usually in the evening.

5.20. In response to Bro Nurhafihz query on whether HR consider online courses as part of the Skills-Based training hours, Sis Nurhanis responded that yes, both online and classroom-based trainings are counted as training hours.

5.21. Bro Nurhafihz shared about an online training website; www.coursera.org that staff may want to consider joining as it offers free accredited online courses. Sis Nurhanis thanked Bro Nurhafihz for sharing the information and agreed that this will be very beneficial to staff.

5.22. Sis Nazlin suggested that for upcoming Annual Report, HR to also include the ARS training hours that Imad staff attended. Sis Nurhanis acknowledged on the suggestion and will track and record the ARS training hours for all Asatizahs.

5.23. Sis Zarina would like to register her thanks to the few council members who helped with the conceptualisation of the branding project.

5.24. Sis Nazlin said there was no mention of visits of guests to Perdaus and Staff networking. Sis Khatim replied that she would appreciate if council can update on their visits and networking sessions to her so that she can include in the report as suggested.

6. Matters Arising from the 56th Annual General Meeting

6.1. In updating on ECDA requirement for separate accounting from non-childcare purposes, there are two key factors to consider; Legal form of organisation which ECDA highly encourages for us to consider forming CLG route and shape of the CLG in terms of structure and functional divisions.

6.2. The process of incorporation for CLG is typically longer and to draft the constitution as well as engaging a Company Secretary to administer the incorporation.

6.3. Ust Afif shared his concerns on the separation between Iyad Perdaus and Imad Perdaus. He asked on what are the directive plans that Council has for Imad Perdaus in the future. Bro Safarin shared that discussion has started with the Council and in terms of directions, it is subject to further discussion.

6.4. Sis Hidayah seconded Ust Afif and shared the same concerns over Imad Perdaus in the future. Sis Nazlin thanked both Ust Afif and Sis Hidayah for sharing their concerns and said it was heartening to hear from staff and their concerns.

6.5. Sis Khatim also shared that on the ground, some staff have already felt the separation. Ust Taufiq has reaffirmed that both Iyad Perdaus and Imad Perdaus will still be going towards the same objectives and mission, despite being the need to form CLG constitution for Iyad Perdaus.

7. Any Other Business

7.1. Sis Zarina shared that there were plans to do a retreat for Council and Management Staff, but due to the current pandemic situation, the plan has to defer till the situation improves.

7.2. Bro Asmin reminded Council to renew their annual membership and this comes at a cost of \$15. Payment can be made via the QR code that he had shared via WhatsApp in the Council group. Sis Noorul will issue the receipt once payment is received.

8. Closing Remarks

8.1. Bro Safarin thanked all members for their efforts and look forward to continue on realising the vision and mission of Perdaus. We pray that Allah will continue to give His Guidance and bless our efforts. The session ended at 2.15pm with the recitation of Tasbih Kaffarah and Surah Al-Asr.

8.2. There being no other matter, the meeting for 56th AGM is closed.

Proposer:

Secunder:

Minutes recorded by: Sis Nurhanis Hassan

COMMUNITY PARTNERS

Institutional Memberships

1. Yayasan Mendaki

Partners

1. Hong Kah North Community Club
2. AWWA
3. SPD
4. LMI
5. Darul Quran
6. IDEA
7. Alqudsi Agribusiness





IYAD PERDAUS



INTRODUCTION

ABOUT IYAD PERDAUS

27 years ago, Iyad Perdaus started with just an idea. Today, we are proud to be providing indelible, meaningful experiences on our children. Iyad Perdaus has grown immensely since our appointment as Partner Operator (POP) under the Early Childhood Development Agency's (ECDA) POP Scheme. This scheme, commenced in January 2016, supports us to keep fees affordable, raising the quality of our centre's programmes and improve the professional development and career progression of our educators.

KEY MILESTONES UNDER POP

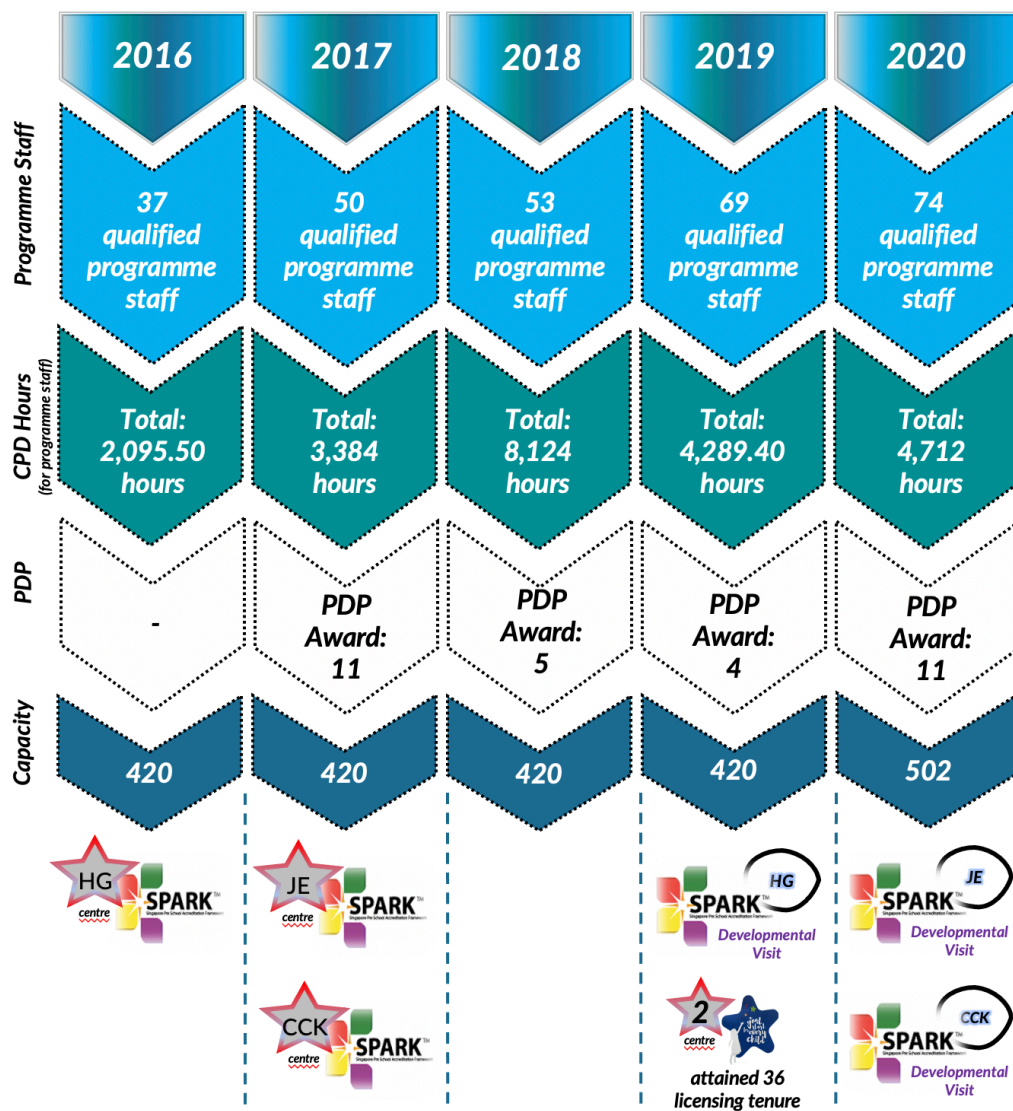


Fig 1: Chart on milestones for POP over the years.

IYAD PERDAUS OPERATIONAL STRUCTURE

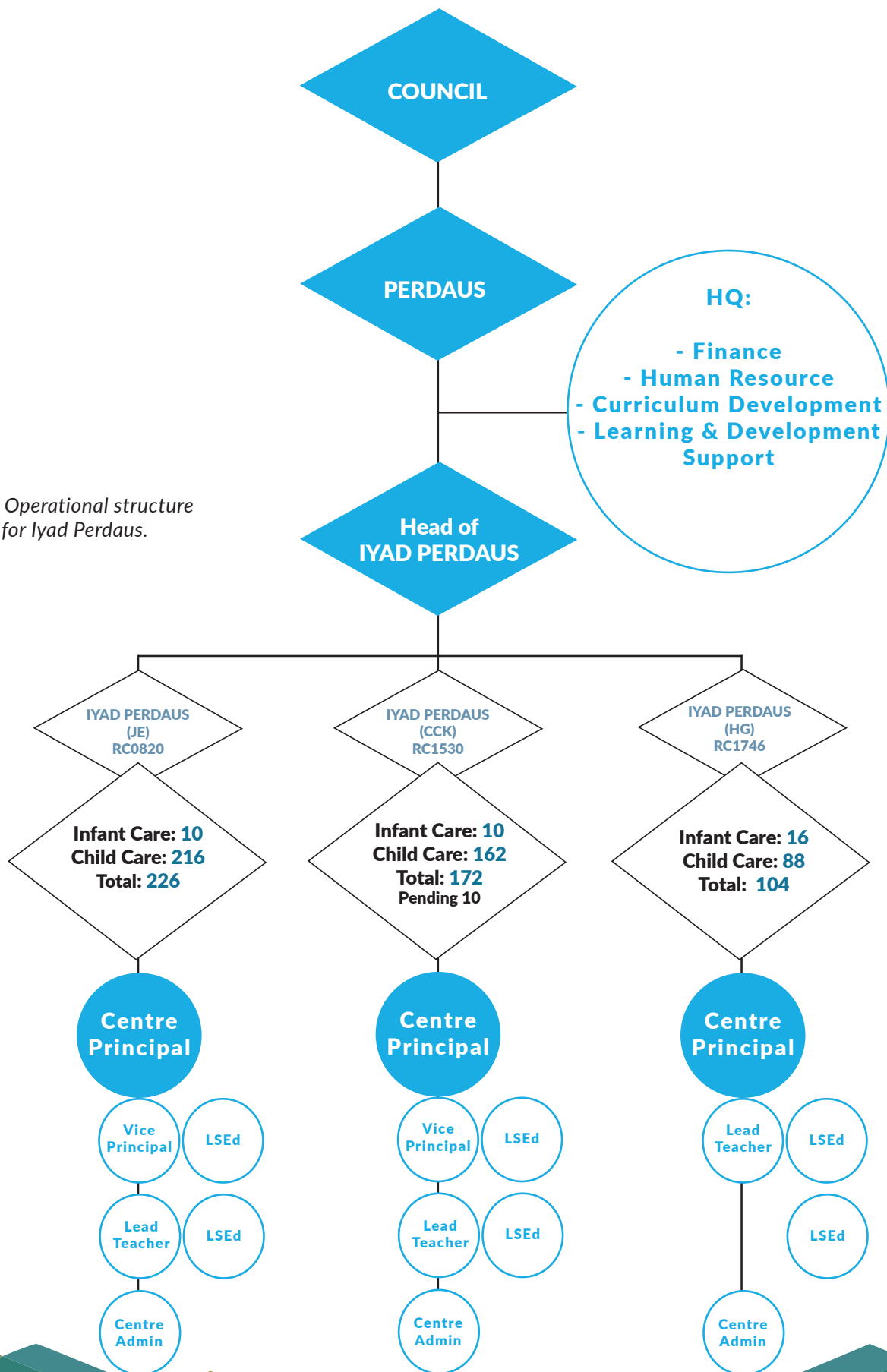


Fig 2: Operational structure chart for Iyad Perdaus.

HIGHLIGHTS

EMBRACING DISRUPTIONS



Compliance of Regular Guidelines

CB1 and CB2 became familiar terms as ECDA would work round the clock to update operational matters for centres to comply with:

- Lyad Perdaus leaders and administrative personnel worked doubly hard to ensure that all families receive information on time through Little Lives Communication App and direct line updates.
- Only children of essential workers were present for the care during this period. This numbered at around 60 children across all three centres.

Staff Deployment and Welfare

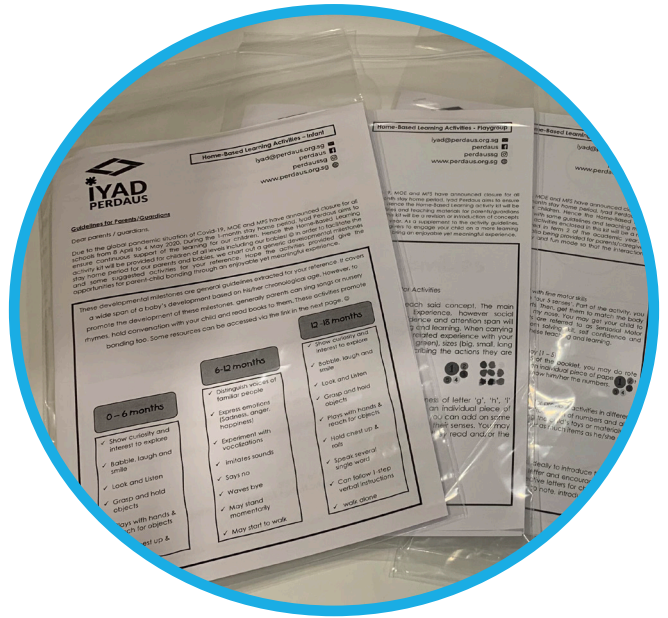
- Shifts and rostering of staff became a priority task to ensure controlled numbers of staff are working at any one point of time.
- This will help ensure the well-being of the children in the centre as well as the families of the staff as they too became our front-liners to provide these services of care
- Staff worked quickly to transform the environment

The New Norm

- Staff worked swiftly to transform lyad preschools with seating boundaries, safe distancing markings, info graphics for children and families to understand and educating them on the procedures.
- Heightening frequency of general centre's cleanliness at lyad group as well as the personal hygiene education for staff and children.
- Ensuring face masks and shields are given out to each eligible child and teachers•-wearing the face masks at all times.
- Frequent commuting from home to complete tasks.
- Attending online trainings to meet CPD hours during Circuit Breaker periods.

Collaborations with Families

- In-house family engagement programmes were replaced with virtual sessions to talk about children's development and goal setting moving from one level to another.
- Teachers had zoom sessions with their levels to stay in touch and to be consistently updated on the well-being of the children.
- Activity booklets and take home kits were delivered to homes of children to continue the learning engagement.



Curriculum Adaptations

- Timetable was adapted to give time for teachers and children to adjust to the new norm or consistently wearing face masks and seating in social distancing settings.
- Outdoors was also recreated to be taught indoors and to still deliver optimal physical development lessons.
- Lesson delivery included frequently on COVID-19 topics like eating, sleeping well and exercising regularly with focus on importance of hand washing and keeping germs at bay.

SPARKLING ACHIEVEMENT

Iyad Perdaus celebrates another milestone in 2020 as all three centres have maintained SPARK certification. We are grateful and proud for this effort made as one big TEAM as the certification defines our significant work in raising the quality of care in our Child Development Centres.

The Singapore Pre-school Accreditation Framework (SPARK) is a quality assurance framework to assist preschools in Singapore in raising their quality.

SPARK aims to provide recognition and support for pre-school leaders in their efforts to improve teaching and learning, administration and management processes to enhance the holistic development and well-being of young children.



The journey towards getting certification has been arduous but meaningful as all levels of Iyad Perdaus personnel worked very hard to ensure a safe and competent learning environment filled with appropriate activities for the children. Parents and families have since benefited from a more vibrant and welcoming second home for their children.

STRENGTHENING CURRICULUM & INNOVATIVE PRACTICES

Curriculum Orientation Session

At the beginning of the year, this physical session was conducted for educators and educators by the HOD and the curriculum team to communicate the expectations and the need to raise standards in teaching. Teaching and learning strategies with hands-on practice was the approach taken for this session through discussion of case studies.

During the Circuit Breaker period, HBL was developed for children to engage with families as part of supporting learning at home where possible. We received positive responses regarding this through a survey sent out to families sometime in May. At the same time to work on some other areas that were suggested and to improve on.

Home-based Learning (HBL)

Through this project, it provides the opportunity for coaching and teaching facilitation to continue. This project which focused on language comprehension strategies have benefited many stakeholders in different ways. Although this project was conducted and completed within a span of time, the strategies shared are still being applied. Moving forward this content of project will be shared with the teachers of the same level across centres.

ECDA-mooted Projects

Adaptation of lessons were made objectively to meet the current need and interest of children in terms of its flow and strategies. This is initiated by the teachers themselves with the support shown by centre leaders. It is indeed a purposeful progression towards becoming more confident teachers!

Teacher-led initiative of lesson adaptations

This applies for children with learning and development needs implemented for whole class across kinder levels. It is the extra mile efforts from the Learning Support Educators (LSEd) to share strategies with the teachers through their observation during the in-class support.

In-class Support Strategies

ARTICLE READING EXERCISE @ CIRCUIT BREAKER

Staff members were encouraged to be continuously engaged in reflective practice during the first Circuit Breaker period in 2020.

This exercise in article reading and reflection was assigned to teachers to remain active in their reading and evaluation skills as well as to keep abreast with the theories and perspectives in the early childhood sector. This would also aid them in the CPD hours towards the journey of a professional educator.

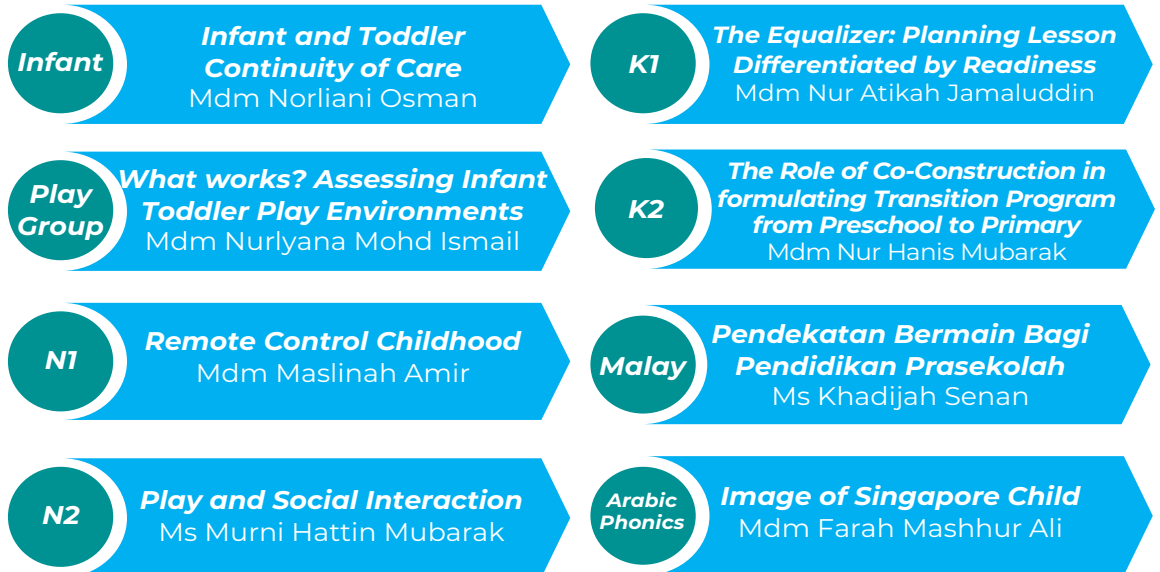


Fig 3: Topics assigned to teachers for the Article Reading Exercise.

The session was well-received by the staff and helped them be more intellectually stimulated in their operational roles as teachers. The teachers also enjoyed exchanging perspectives with their colleagues and to share strategies that may work in the classrooms.

Each group was assigned a leader to facilitate the reflective exercises virtually and connect on the Microsoft Teams platform with their colleagues. The staff had a timeline to meet to achieve the 6 hours of CPD hours on their training record.

BUILDING PEOPLE PROFESSIONAL LEARNING

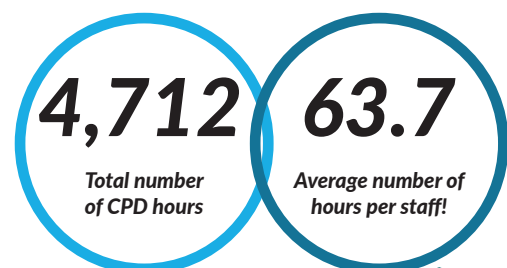
Professional learning is supported by Continuing Professional Development (CPD), which provides courses to early childhood educators with the purpose of improving their quality and professional experiences.

In financial year 2020, all the programme staff for Iyad completed more than 4,712 CPD hours in a year, which averages 63.7 hours per programme staff!

The Professional Development Programme (PDP) aims to support the professional development of leaders, teachers and educarers with the potential to take on larger job roles in their organisations, with the flexibility to complete the programme for 3 years at own pace.

PDP Programme	Staff
For Teachers	14
For Educarers	10
For Leaders	9

Fig 4: Number of staff members in the PDP programme.



LEARNING & DEVELOPMENT SUPPORT UNIT

Iyad Perdaus extended boundaries in early childhood education by nurturing children in early childhood education and by catering for the learning and development needs of children with special needs. We have an Integrated Childhood Programme (ICCP) that caters for children with mild diagnosed needs. We also provide Development Support and Learning Support (DS-LS) services to children with mild to moderate non-diagnosed needs, and this has been extended in our screening efforts to the support services for children with higher needs.

2020 numbers is a drop from 2019, with 44 cases. It is mainly due to the pandemic restrictions where intervention sessions needed to be put on hold. Therefore, LDSU only served 3 runs instead of the usual 4 runs per year.

With that, the actual income generated from LDSU is \$105,324.96, without the Business-as-Usual (BAU) funding from ECDA.

Parents' Evaluation: Great!

A Likert scale post evaluation survey was collected from families that we were serving for DS-LS.

- 90% of parents feel that their child has received appropriate services from the programme, compared to 75% in 2019.

LDSU is currently exploring collaboration opportunities with other service providers. We are currently in the planning and discussion phase.

Packages in 2019	Packages in 2020	Projected packages in 2021
44	24	42

Fig 5: Number of DS-LS packages services throughout the years.

- 91% of parents feel that their child's support goals in the programme have been met.
- 96% felt that the packages served has helped their family support their child better.
- 90% of the parents also feel that the programme fees are charged at an affordable rate, compared to 64% last year. This is due to the enhanced subsidies introduced by ECDA.

Parents' Testimonials: Excellent!

Alhamdulillah and thank you for all the support given to Ayra.

Madam Rohana was always patience, attentive and supportive of Ayra well being. I can't thank her enough for all the support she's given. Ayra has improved a lot. She's able to talk confidently in class and shows improvement in her reading.

*Mdm Suriati Subri,
Parent of Nur Humaira
Binte Muhammad Taib*

*Child received Language
package in 2020.*

Alhamdulillah. It has been 1.5mth since Humaira started her Pri 1 journey. Her reading has improved a lot and she enjoys reading. Recently we received the school report on the monthly review for the student performance on their understanding/reading and I am happy to share with you that she scored beyond expectation in all areas.

Thank you to the DS-LS programmes that she had attended during the last few months in Iyad Perdaus that had help her improved her reading and confidence. Once again thank you to the team for making the effort to help every student in preparing their journey to Pri 1.

*Mdm Norlinda Ahmad,
Parent of Ayra Yasmin Binte Hady Ruthman*

Child received Literacy package in 2020.

PARTNERSHIPS

FAMILIES & COMMUNITY

Family Engagement



- Taking a more creative approach through virtual platforms
- Zoom PTC sessions
- Transition handouts for parents per level basis to facilitate the movement for each child going to their next stage
- Virtual recordings of graduation pre-recorded and then sending out to parents

- Collaborating and working with training agencies like NTUC
- Online training sessions with KKH
- AECES Talk Series Session on Teaching and Learning in the New Norm
- Sharing of LDSU programme service model

Professional Community



- Part of Start Small Dream Big Project, centres collaborate with:

- Fei Yue for food contributions to the Seniors
- Frontliners of choice to show appreciation amidst the pandemic
- NParks on Nature & Me
- National Day commemorative project with Keat Hong Constituency
- Yuhua Albirex Football Academy (YAFA) appreciation

Community Collaboration



PARTNERSHIPS

PARENTS' SURVEY

2020 had been a challenging experience for all parents and it had significant impact on home-school satisfaction climate. All Centres had to wait till the eleventh hour for ECDA advisories and series of information had to be broadcasted last minute. The overall satisfaction dropped from 81% to 72%.

An additional question was added to assess parent's satisfaction level on the efforts put in by Iyad Perdaus during the pandemic period. We will continue to engage with parents as we move gradually to the new norm yet still being cautious as the situation is still vulnerable.

Parents' satisfaction levels on Iyad Perdaus' efforts during the pandemic

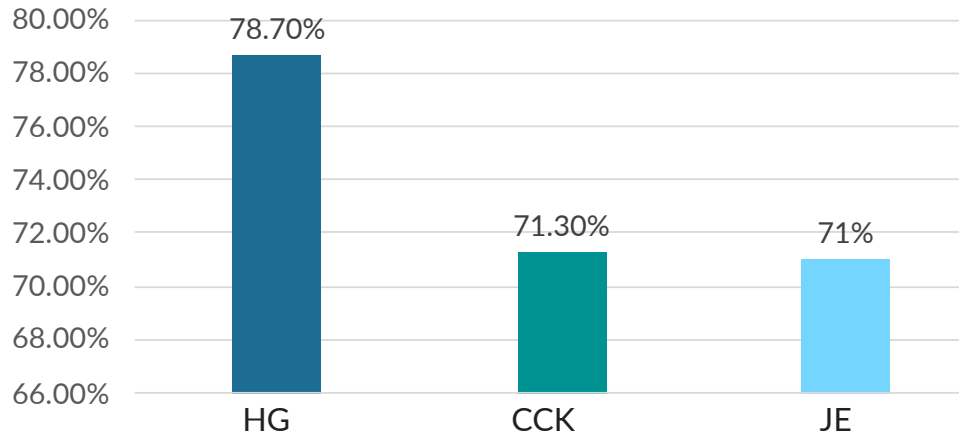


Fig 6: Chart comparing parents' satisfaction levels between centres.

AWARENESS & OUTREACH

ONLINE CAMPAIGNS



Through the perdaus social media platforms, Iyad Perdaus is cultivating an online presence that aims to educate outreach to the public on early childhood and special needs.

Response has been encouraging; we hope to continue and improve our engagement with the public through social media.

RENOVATION COSTS FOR CENTRES

\$426,251.88

- Expansion Phase 1
- Iyad Perdaus Choa Chu Kang
- Blk 417

\$226,000

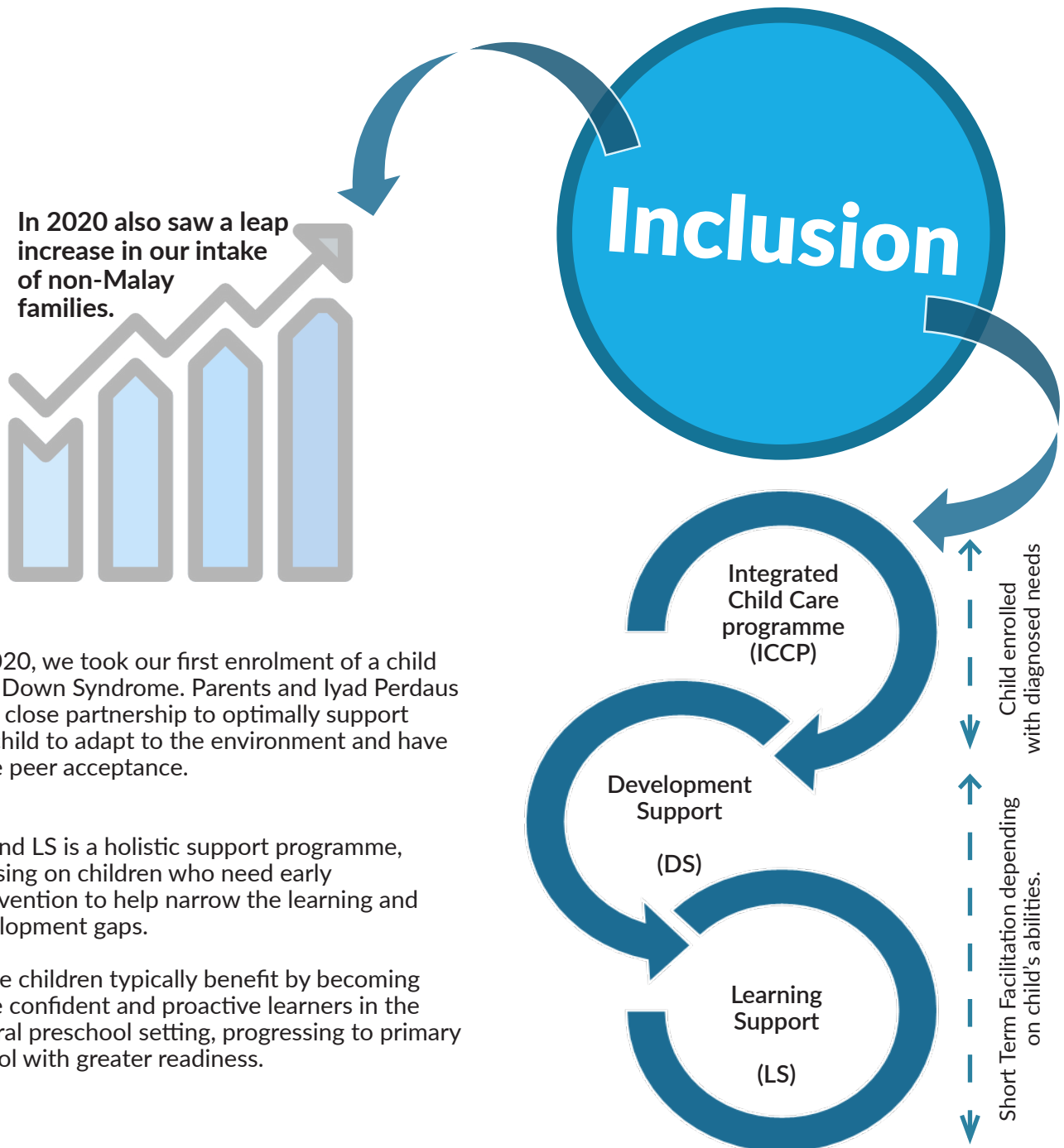
- Cyclical Maintenance
- Iyad Perdaus Choa Chu Kang
- Blk 418

These figures are the total costs of the completed projects in 2020, which started in 2019.

FUTURE DIRECTIONS & PLANS

WIDENING OUTREACH

When we look through the lens of inclusion, we advocate to see the child as a unique individual first—putting the child before the differing abilities and eliminating stereotypical labels.



In 2020, we took our first enrolment of a child with Down Syndrome. Parents and Iyad Perdaus have close partnership to optimally support the child to adapt to the environment and have more peer acceptance.

DS and LS is a holistic support programme, focusing on children who need early intervention to help narrow the learning and development gaps.

These children typically benefit by becoming more confident and proactive learners in the natural preschool setting, progressing to primary school with greater readiness.

OPERATING IN THE NEW NORM

Role of Our Teachers

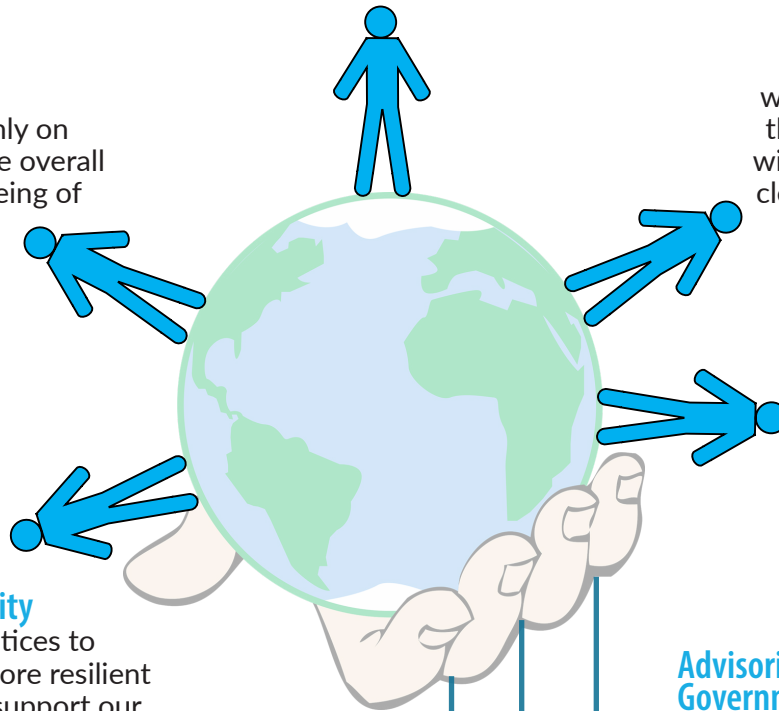
- have become the frontline responders
- Build more resilient team to respond to support our children and families
- Teachers are more agile and comply quickly to advisories

Our Hope

The focus is not only on health matters but the overall learning and well-being of every child.

Our Partnership

with parents are stronger as the disruptions provides us with opportunities to engage closely with families through more creative platforms.



Our Integrity

To advocate practices to comply and build a more resilient team to respond to support our children and families

Advisories from the Government Agencies

Early Childhood Development Agency (ECDA)

Ministry of Health (MOH)

Health Promotion Board (HPB)

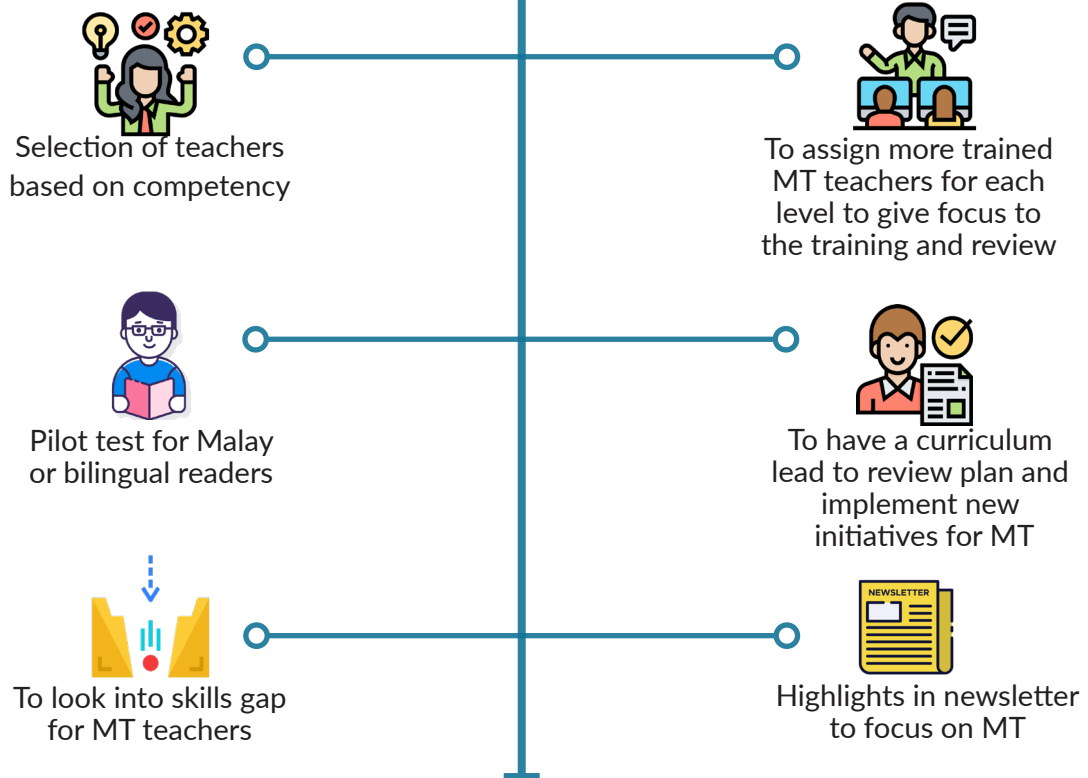
Social Distancing



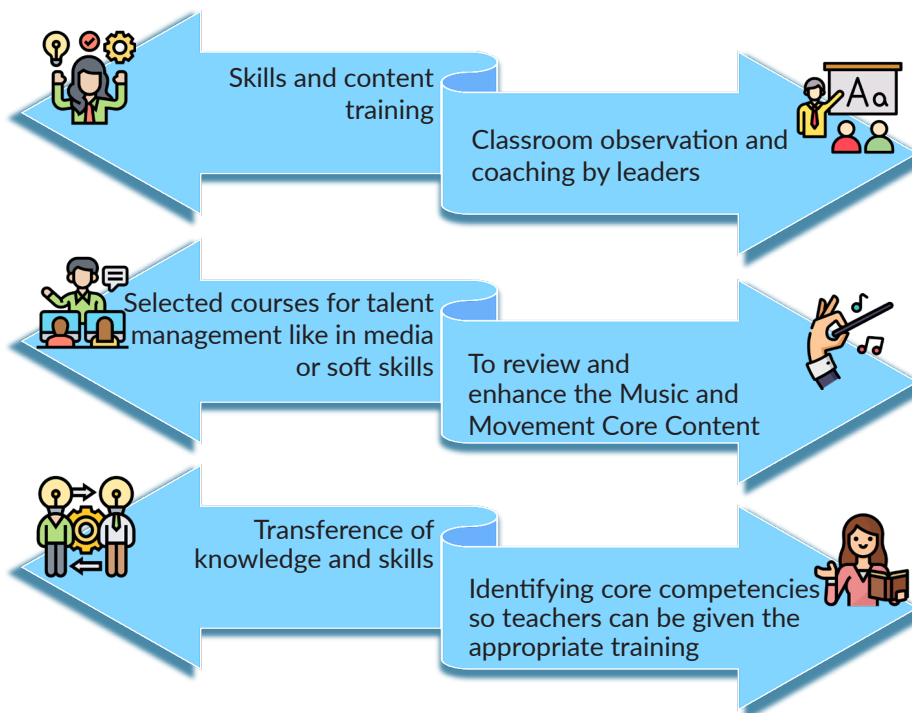
Safe Management Measures



STRENGTHENING MOTHER TONGUE CURRICULUM



DEEPENING TEACHER'S KNOWLEDGE & SKILLS





IMAD PERDAUS

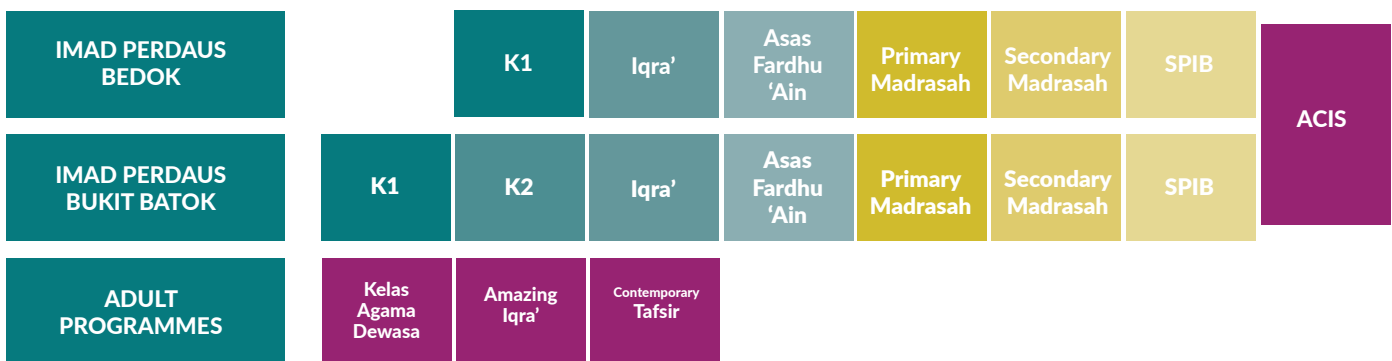


INTRODUCTION

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.
- Post-Secondary Programmes: for our youth in the certificate-level programmes SPIB and ACIS.
- Adult Programmes: classes and workshops for adult participants.
- Special Projects: non-academic-oriented projects that foster Islamic community, such as Qurban.

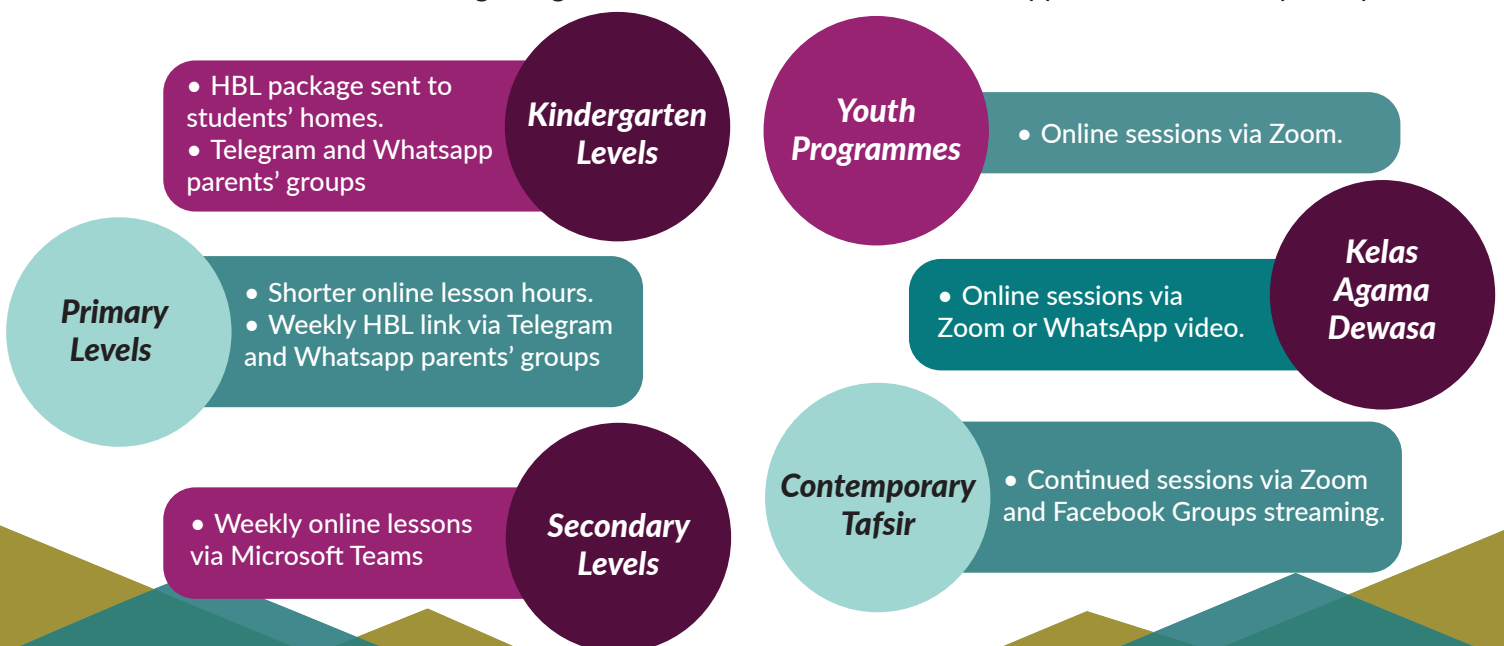
Fig 1: Breakdown of Imad Perdaus programmes.



HIGHLIGHTS

RISING TO THE ONLINE CHALLENGE

With the onset of the pandemic and nationwide restrictions on movement and safe distancing, our mostly onsite educational programmes are majorly disrupted - an opportunity to continue our services to our stakeholders via online means. This challenge is not only maintain our level of service to our participants, but also forced us to be creative in digitising our curricula and assessment, and approaches towards participants.



MADRASAH PERDAUS

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 shift to online engagement during most of 2020, many programmes were disrupted or have to be adapted accordingly to the current situation then. As such, as equally many programmes continued to welcome our student in the virtual world, including celebrations, besides online/offsite learning.

MADRASAH STUDENTS ONLINE

● World Quran Hour (Secondary students)

Started since year 2016, this annual Ramadhan event's objective is to instil the love of reading Al-Qur'an and reflect on its every verse, besides a Khatamul Qur'an "mass" recitation session. This was shifted online for a mass recitation session.

● 'Eid Takbeer

● Students from primary, secondary and post-secondary students were part of the recording for the 'Eid Takbir for our social media content. This lesson/recording was led by Ustaz Afif Fahmy. The students were happy when the video was eventually uploaded.

● 'Eid Celebration

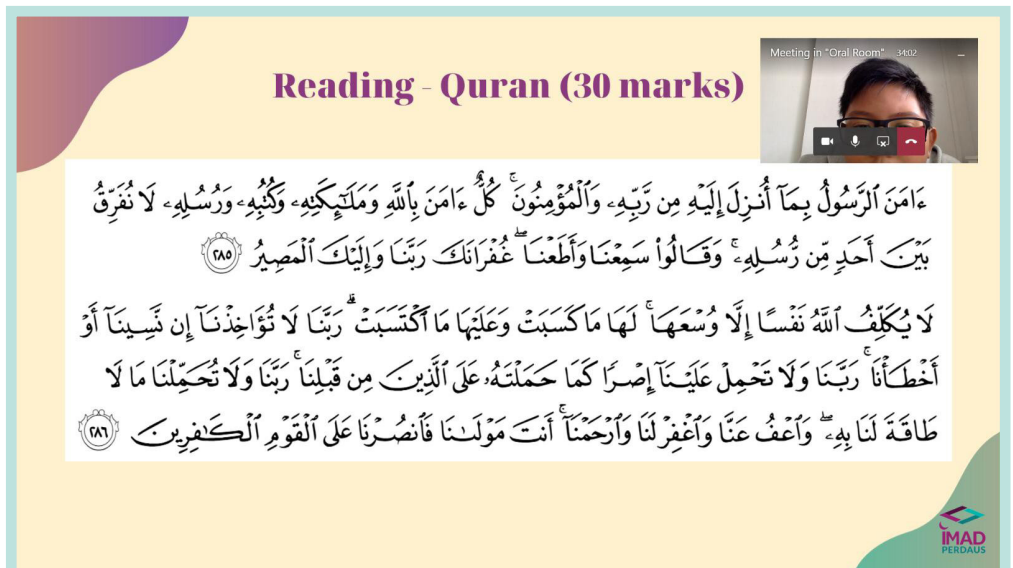
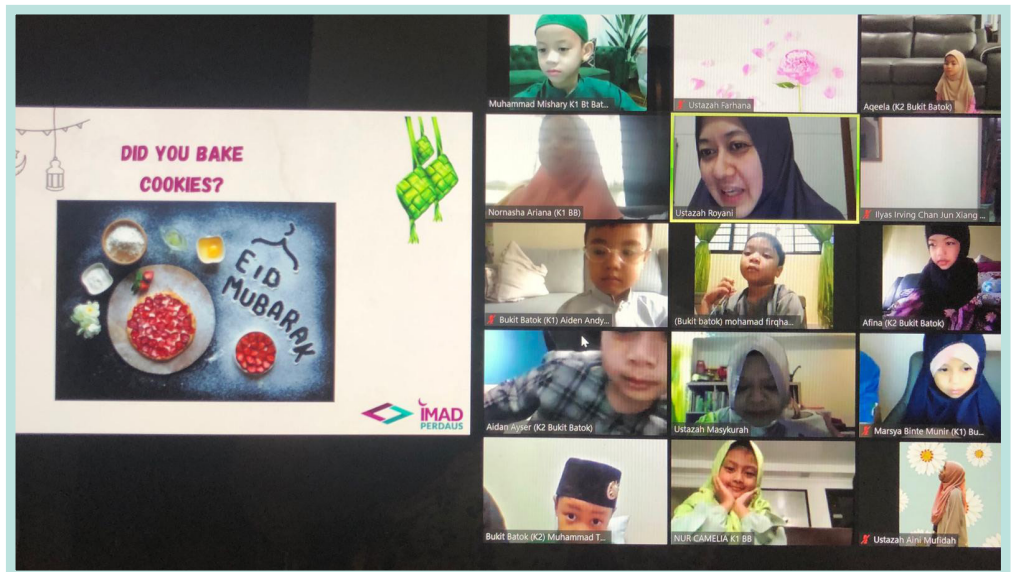
Annual Hari Raya celebration with classes was shifted online. Students were encouraged to share Hari Raya cookies virtually and sing along Hari Raya songs together.

● Oral Al Quran (Term 2)

Assessment for Term 2 was done online.

● Hajj simulation

Annual signature lesson for Primary and Secondary students shifted online. To encourage students' participation, students performed hands-on activities such as drawing the Ka'abah and sharing it on the screen during online lessons.



STAFF ONLINE

● Khatamul Quran

Online event with staff from all departments attending it virtually. Each staff member was assigned to recite a juz of the Qur'an during Ramadhan, and this was closed off with the Khatamul Qur'an event. At the end of the session, staff greeted each other with Hari Rayawishes.

● MUIS Online Learning Seminar



PARTNERS ONLINE

● Iftar with Hong Kah North CC

Due to the pandemic, the annual iftar event was held online with the residents, grassroot members and Advisor, Dr Amy Khor, in attendance. For the announcement of the breaking of fast, Ustaz Afif was appointed as Mua'zzin.

● 'Eid Celebration with Hong Kah North CC

Online 'Eid celebration with Advisor Dr Amy Khor and residents of Hong Kah North, with Ustaz Afif as the MC for the event.

PARENTS ONLINE

● Haflah 2020

Annual event for Primary 6, Secondary 4, SPIB and ACIS We celebrate by centre and the parents watch via Live streaming, YouTube.

GOH for Haflah was Ustaz Jakfar Embek, Vice President 2, Perdaus. His speech was recorded and shared with the graduands during Haflah.

Level	Bedok	Bukit Batok
Pri 6	18	24
Sec 4	22	24
SPIB	31	25
ACIS	14	

Fig 2: Number of graduands from Madrasah Perdaus and Post-Secondary programmes for 2020.



MADRASAH PERDAUS IN NUMBERS

Year	Mar	Jul	Sept	Nov
2018	295	293	282	287
2019	311	308	295	308
2020	355	343	346	338

Fig 3: Number of students in Imad Perdaus Bukit Batok over the past 3 years

Year	Mar	Jul	Sept	Nov
2018	433	427	420	412
2019	416	405	400	401
2020	469	454	436	428

Fig 4: Number of students in Imad Perdaus Bedok over the past 3 years

POST-SECONDARY PROGRAMMES

In line with the development of youth as part of Religious Education Division, 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, namely:

- Certificate in Islamic Studies for Youth (SPIB)
- Advanced Certificate in Islamic Studies (ACIS)

TRANSITIONING ONLINE

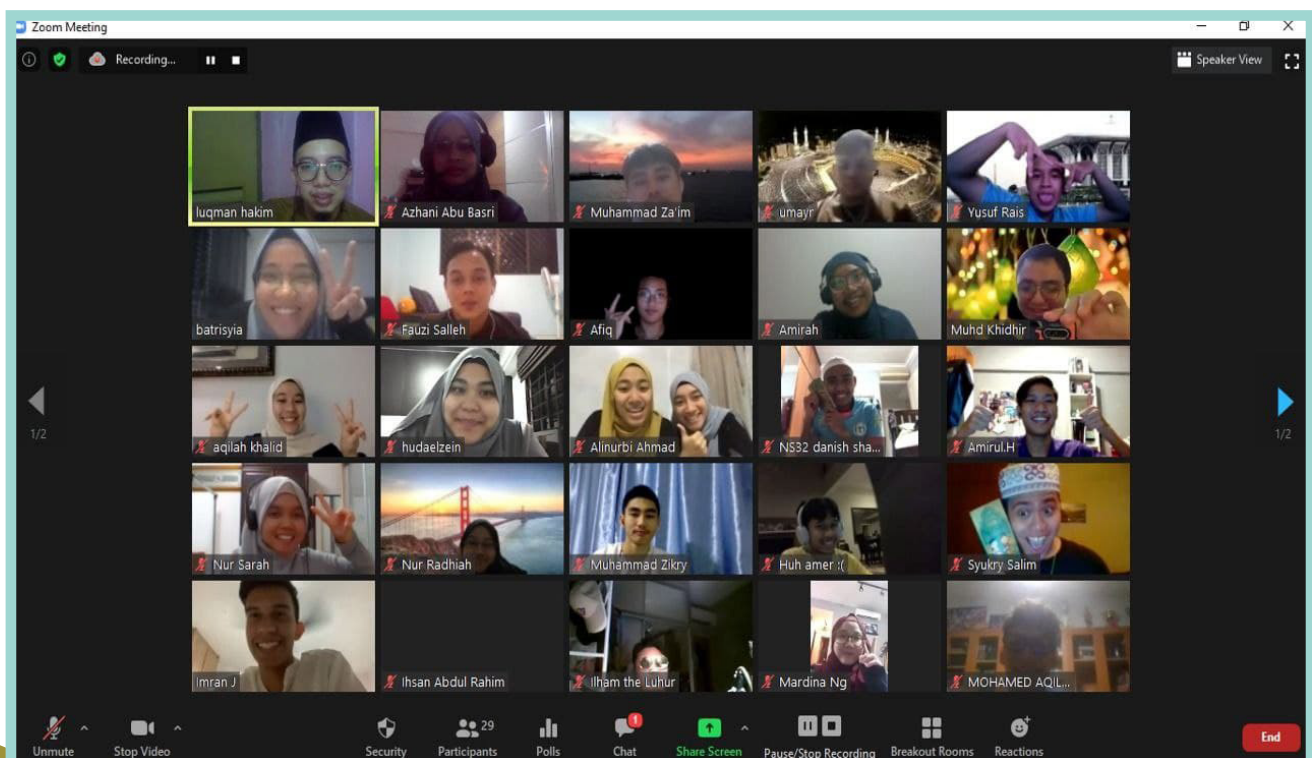
The pandemic inevitably moved all Post-Secondary Programme operations, ie. onsite classes, to online throughout the period of Circuit Breaker measure implemented by the government. As all classes were conducted virtually, we had to go through the process of digitalising lesson materials.

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

POST-SECONDARY PROGRAMMES IN NUMBERS

Programme	Year	Enrolment	Total
SPIB13 BB	1	23	44
SPIB14 Bedok	1	21	
SPIB12 BB	2	10	25
SPIB13 Bedok	2	15	
ACIS06	-	28	28
Overall			72

Fig 5: Breakdown of students in various post-secondary programmes in 2020.



Main Event 1: Community Project in Ramadhan (Ramadhan Changes Me - RCM)

- 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 to



No. of People	Qty	Role	Benefit/Impact
ACIS 06	28	Planning Committee & Facilitators	Leadership and Da'wah hands-on training
Pertapis Children's Home	55	Participants	Achievement of the objectives of activities : <ul style="list-style-type: none"> • Interactions and sharings <ul style="list-style-type: none"> • Networking • Donation of items from organisers • Refurbished girls' lounge
Total	83		

Fig 6: Number of beneficiaries for HX'20.

Main Event 2: HX'20 Local Edition 25 December 2020

- Annual overseas humanitarian project
- Organized by students of ACIS course
- Aims and allows the students to be exposed and contribute to the society by applying the knowledge and skills learnt in class, hence cultivating the sense of da'wah and outreach to communities beyond the local one

Main Event 3: Zoominar (Fiqh Musafir & BMT Seminar) 29 November 2020

- "Preparing Muslims Youths for National Service"
- Two-hour seminar and discussion with 80 participants
- Aims to equip participants with essential tools and knowledge as Muslims serving NS
- Knowledge of Fiqh Musafir and personal experiences from the speakers who have recently gone through National Service:
 1. Ustaz Luqmanul Hakim bin Hadi Mulyono (SCDF)
 2. Brother Khidhir Bin Mohd Razali (SAF)



ADULT PROGRAMMES

INTRODUCTION

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:

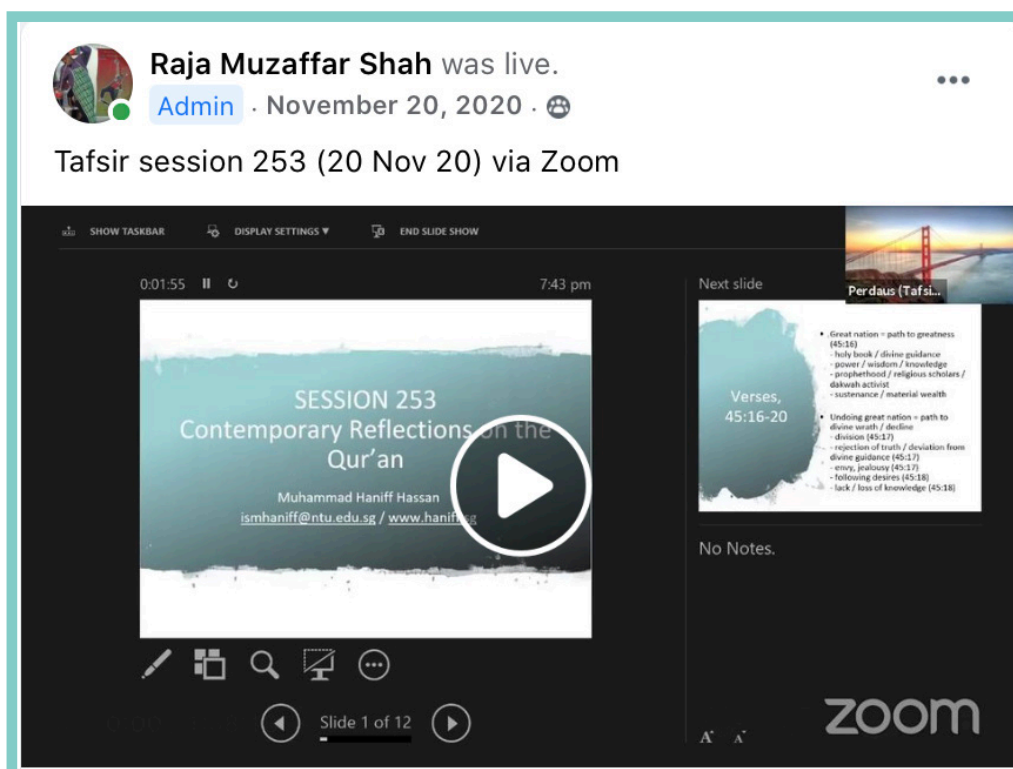
- Contemporary Reflections on the Qur'an (Contemporary Tafsir)
- Kelas Agama Dewasa
- Amazing Iqra'
- Special Projects

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 is as below, as of end 2020:



By Year End	2018	2019	2020
No. of Participants	50	50	50

Fig 7: Breakdown of the programme's participants throughout the years.

The sessions were on hold when the first Circuit Breaker started. As restrictions were gradually loosened, sessions re-started again in a small group, with the majority of participants tuning in via Zoom or Facebook.

The total number of sessions did not suffer despite the limitations. In 2019, there was a total number of 22 sessions. In 2020, there were 20 sessions, beginning with Surah Ash-Shuara, chapter 42, verse 19, juz 25. The last session in December ended with Surah Al-Jaathiyah, chapter 45, verse 37.

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 2020, KAD introduced a new module as a pilot, "Asas Hafalan Al-Qur'an Bertajwid" due to demand from participants. This module focuses on memorisation of short Qur'anic chapters with guidance on articulation (tajwid).

In light of Circuit Breaker measures, lessons were shifted online through either WhatsApp Video or Zoom. Onsite classes continued, with safe distancing measures, when the measures were loosened based on the government's guidelines. Due to this, classes were either not able to take to full capacity or were cancelled.



AMAZING IQRA'

In line with continuing adult education, Perdaus, with a unique partnership with Malaysia-based Akademi Cordoba, runs express Arabic phonetics and Qur'anic literacy workshops, with an average of four workshops a year. In late 2019, the workshops were rebranded Amazing Iqra', in line with the re-structuring of Akademi Cordoba.

KAD IN NUMBERS

Year	Bukit Batok	Bedok
2018	622	91
2019	524	161
2020	440	79

Fig 8: Number of participants over a three-year period

Module	Bukit Batok	Bedok
Asas Al-Qur'an	106	28
Klinik Al-Qur'an	87	17
Klinik Al-Qur'an Bertajwid	28	0
Asas Hafalan Al-Qur'an Bertajwid	5	0
Asas Solat	74	17
Menghalusi Solat	48	7
Imam Untuk Usratii	21	0
Bahasa Arab Al-Qur'an	0	10
Persiapan Bakal Jenazah	71	0
Total	440	79

Fig 9: Breakdown of participants in 2020



However, this series was the hardest hit during the pandemic period, as it was expressly an onsite workshop that also relies on foreign instructors. We had only one successful run of Amazing Iqra' in early 2020, attended by 35 participants, before the pandemic hit Singapore and rendering this stream moot.

SPECIAL PROJECT 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 Qurban offerings are priced affordably in order for the qurban, an annual supererogatory matter, to be accessible to all levels of society. We believe that a variety of options for qurban is also important for our stakeholders, and as such we procured suitable partners and types of qurban (goat/sheep/cattle).



OVERWHELMING RESPONSE FOR QURBAN

Despite the pandemic and restrictions on office closures during our Qurban campaign, our 2020 Qurban Food Aid project was mostly unaffected by the limitations. This was mainly due to our early adaptation to service our clients through virtual means via WhatsApp and e-commerce from previous years. With restrictions to travel, however, we were unable to send our staff members to supervise the process in Indonesia and Cambodia.

Our 2020 project was also boosted with the addition of Wakaf al-Qur'an options, with a collaboration with a new partner organisation in Indonesia, Darul Quran. Darul Qur'an would provide copies of the Qur'an that our local community would endow and distribute it to schools and new Muslims in West Java. A total of 432 copies of the Qur'an was placed, and the organisation has been distributing these copies to beneficiaries city by city. But with trusted partners that we have been working with for the past few years – this was not a big issue.



MORE BENEFICIARIES, MORE IMPACT

For this annual project, Imad Perdaus has been working with long-time partners Lembaga Manajemen Infaq for Malang, Indonesia, IDEA, for Cambodia, and Alqudsi Agribusiness for Australia. They have proven to be efficient and trustworthy in their duties for the supplying and slaughtering processes. For Australia, Qurban meat is flown into Singapore for the customers.

Part of the proceeds from the Perdaus Qurban project will be channelled to da'wah efforts and humanitarian work for our youth development programmes.



Malang

The Qurban rites were performed on 31 Jul 2020 (Aidil Adha) in Malang. Meat was distributed to a total of 9,259 beneficiaries spread across 35 districts (kecamatan) and 213 villages (desa) in Greater Malang.

LMI also introduced small rattan-woven packages for the distribution of the meat, in an effort to be green.

Cambodia

The Qurban rites were performed and distributed at seven Muslim villages in four Cambodian provinces (up from two provinces the previous year):



PROVINCE	VILLAGE	FAMILIES	NO. OF CATTLE
Tboung Khmum	Cherteal Toch	1,000	20
	Cherteal Thom	500	10
	Beung Preah	110	5
Kratie	Or Thmorbak	70	3
Kampong Cham	Koh Sutin Leu	280	6
	Koh Sutin Kraum	350	7
Kampong Chnnang	Svaai P'aim	120	6

Fig 10: Table of distribution of beneficiaries in Cambodia.

Australia

The sheep qurban were performed on 31 July 2020 in Perth, Australia. Delivery of meat took two days to complete, from 8 to 9 August 2020, to 127 households.

The cattle qurban were performed on 3 August 2020, the last day of the Days of Tashriq, in Perth, Australia. Delivery of meat was on 16 August 2020, to 22 households.

The meat was processed again locally: they were cut into smaller parts of 24 pieces for more convenience of storage for clients, and delivered in cooler bags.

Beneficiaries for Donated Australian Meat

Australian meat donated from the one-third portion from our Qurban participants totalled 750kg. The meat was packed in 1 kilo-bags and were distributed to low-income housing areas.

BAGS	AREA	DISTRIBUTOR
500 bags	Sengkang	SBY Frozen Food (local meat processing partner)
250 bags	Woodlands, Bukit Batok, Woodlands, Chai Chee	Perdaus

Fig 11: Breakdown of the distribution of the donated meat from the Australian Qurban.

Location	2018	2019	2020
Malang Goats	767	715	795
	\$179	\$179	\$179
Cambodia Cattle	47	52	57
	\$980	\$980	\$980
Australia Sheep	114	137	157
	\$285	\$278	\$295
Australia Cattle	-	6	5
	-	\$2030	\$2080

Fig 12: Breakdown of the price and number of sheep and cattle ordered.

HOW YOUR QURBAN & WAKAF IMPACTED NEIGHBOURING COMMUNITIES

9,259

beneficiaries

in Greater Malang received qurban meat from 795 goats

2,430

families

in four provinces of Cambodia benefitted from the distribution of cattle meat

750kg

of Qurban meat donated and distributed locally

2,000+

endowed copies

of the Qur'an was distributed to various schools and muallaf communities in West Indonesia

HEADQUARTERS



HEADQUARTERS

INTRODUCTION

The Headquarters (HQ) department, 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 in Bukit Batok



Fig 1: Headquarters organisational chart.

HUMAN RESOURCE

HIGHLIGHTS ON EVENTS

MAY

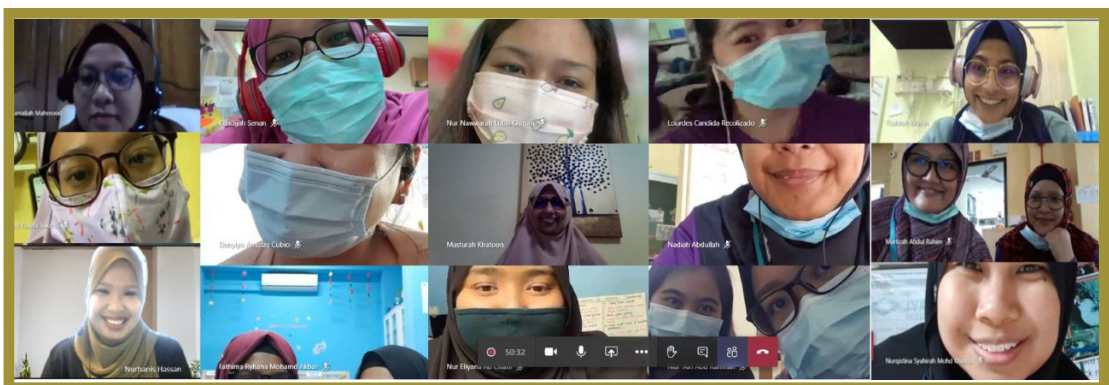
Employee Induction – 12 May 2020

The Employee Induction led by HQ was conducted online due to the Circuit Breaker period for 12 new hires. Employees are briefed on areas of HR, Finance, Corporate Communications, and Workplace Safety and Health.

JULY

Comm Session – 16 July 2020

HR Comm Session is conducted twice a year, where HR personnel will go down to each centre to share updates on policies, processes, HR systems and training matters, and staff members could also take the opportunity to raise any questions or suggestions which is HR-related.



SEPTEMBER

Perdaus Day - September 2020

Social distancing did not dampen our staff members' spirit from celebrating Perdaus Day. This event has always been a great opportunity for staff from various departments and our council members to meet and mingle - but this year, with a twist; the celebration is held centre-based across our six educational/childcare centres and its various wings, with respect to the current guidelines. All staff tuned in to a virtual Zoom presentation for the session, with bento high tea sets to break bread together. Long Service Award winners were presented their awards according to the centre by respective council members stationed there, with the Executive Director dropping in to Imad Perdaus Bedok to present the Best Centre Award when it was eventually announced.

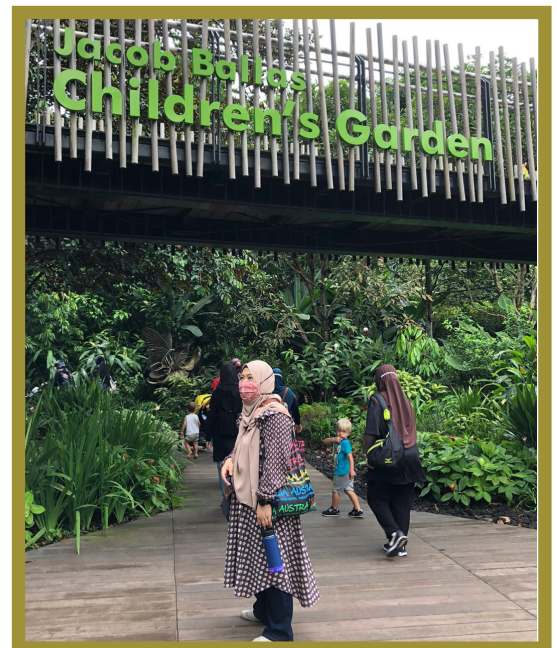


OCTOBER/DECEMBER

Employee Recreation

Our employees' fitness and well-being are important to us, hence we incorporated the Employee Recreation to encourage wellness, relaxation, and work-life balance, as part of the Perdaus culture.

For Employee Recreation, all employees are required to participate in either an indoor or outdoor sports or recreation activity each quarter, through a ground-up/centre-based initiative. As most of the parts of early in the year was dedicated towards either heightened operations for the pandemic or limited through Work From Home (WFH) measure, staff finally managed to enjoy the separate sessions under Employee Recreation during the final quarter of the year.



NOVEMBER

Employee Engagement - November 2020

Employee Engagement Day was created as an opportunity for employees from all departments to bond and work together through the various activities planned for the day.

Covid-19 and the relative safe distancing measures for the particular period challenged the organising committee with regards to organisation-wide social bonding. With the help of Action Teams, the event was split in to 3 different sessions due to the Covid Safe Management Measures and was held at the Drama Centre at the National Library. The half day engagement session allowed staff to interact, strategise and solve each challenge together. It is a very good platform for interaction and brainstorming.

The positive feedback received, especially from the millennial age group, motivates HR to plan for a more challenging session next year; this includes activities which is age appropriate for our Senior staff.



DECEMBER

Farewell! 31 December 2020

Our well respected senior executive for HR, Mdm Masturah Khatoun, went into an early retirement after 20 years of loving service with Perdaus. Her last day of service was on 31 December 2020.

As the personnel for HR, Madam Masturah has shown the highest concern for staff welfare and engagement. She placed high importance and appreciation of our values, both Islamic and organisational, in the Perdaus work environment.

Her compassion, loyalty and commitment will always be treasured by Perdaus. We are sad to see her go, but equally excited for her next journey. Our prayers and best wishes!

Mdm Nurhanis Hassan is now the Acting Senior Executive for HR, with effect from 1st January 2021.



HR IN NUMBERS

Employee in Numbers by Division

As of end	HQ	Iyad Perdaus	Imad Perdaus	Total
2018	9	88	9	106
2019	9	97	9	115
2020	9	102	9	120

Fig 2: Breakdown of employee numbers by divisions of Perdaus.

We welcomed 5 new employees in 2020, mostly for the expansion of Iyad Perdaus Choa Chu Kang. This trend has been continuing since the past few years.

Breakdown of Staff by Age and Division, as of 31 Dec 2020

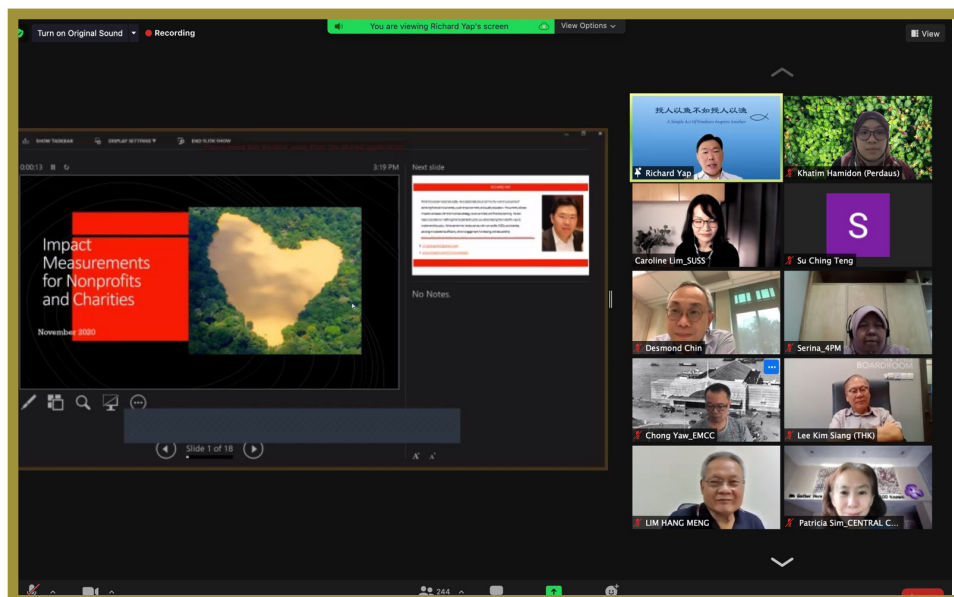
Age Group	19-29	30-39	40-49	50-59	60-69
HQ	1	4	1	3	0
Iyad Perdaus	37	31	12	10	7
Imad Perdaus	3	1	2	3	0
Total	43	39	15	16	7

Fig 3: Breakdown of employee numbers by age.

TRAINING

Lifelong learning is a continuous improvement process. Perdaus believes that it is important for Staff 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 do their work. This will allow Staff to maximize their career opportunity and chances of advancement within the organisation.

Since Covid-19 hit, there has been a huge shift in the way our employees teach, learn and work. Access to online learning is now more important than ever, as we witness the dramatic changes in how video communications is



being used around the world, including the way we use technology to learn and communicate.

With learning centres and institutions closed during the Circuit Breaker period, Perdaus continue to upskill our employees and expand their capabilities through online learning. 100% of our employees achieved minimum of 20 hours Skills-Based training and 50% of them attended more than 35 hours of trainings.

Staff Training Expenses

DIVISION/TRAINING EXPENSES	2019	2020
Iyad Perdaus		
• Jurong East	\$17,167.83	\$8,629.65
• Choa Chu Kang	\$4,871.62	\$5,671.06
• Hougang	\$8,427.89	\$9,703.08
• Curriculum	\$2,806.26	\$1,407.28
• LDSU	\$23,155.46	\$5,456.64
Imad Perdaus		
• Bukit Batok	\$1,245.70	\$2,765.52
• Bedok	\$2,624.30	\$3,016.70
Others		
• Headquarters	\$2,582.80	\$1,945.70
• Council	\$250.01	-

Fig 4: Breakdown of staff training expenses by centres.

Training Attended by Iyad Perdaus Jurong East

1. Advanced English Grammar: A Comprehensive Guide
2. Advanced Writing Strategies for Immediate Improvement
3. Applying Skills Framework to Performance Management in the ECCE Sector
4. Communications and Influence
5. Emotional Intelligence
6. Essentials – Personal Development and Negotiation Skills
7. Infographics and Data Visualisation
8. Remote Control Childhood: Combating the Hazard of Media Culture in School
9. Remote Working Module
10. Top Conversational Skills You Must Know

Training Attended by Iyad Perdaus Choa Chu Kang

1. Alumni Mindfulness Masterclass
2. Exploring Meaningful Playtime with Infants and Toddlers
3. Family-Teacher Communication and Collaboration
4. GO E.A.S.T. (Experience Art & Science with Toddlers)
5. Infographics and Data Visualisation
6. Instilling a Love of Language through Drama
7. Managing Children's Behaviour through Positive Guidance
8. Mentoring for Professional Growth
9. "Task in a Box": Creating Resources for the Learning Corners
10. WSQ – Yummy Cakes Baking

Training Attended by Iyad Hougang

1. Coronavirus Infection Control
2. ECC 2020 Digital Edition: Bigger Hearts, Stronger Minds
3. Google Apps for Work
4. Infographics and Data Visualisation
5. Language Enhancement
6. Managing Children's Behaviour Through Positive Guidance
7. Passion for Service Excellence – Workplace Excellence Series
8. Self-leadership: Developing Yourself
9. Service Attitude: Service Resiliency
10. Workplace Diversity and Inclusion

Training Attended by Imad Perdaus

1. Coaching, Counselling and Mentoring
2. Cognitive Behaviour Therapy: Introduction
3. Digital @ Workplace Virtual Training (Educator)
4. How to Create Animated Videos with PowerPoint
5. Infographics and Data Visualisation
6. Introduction to Mental Health
7. Introduction to Personality Disorder
8. PowerPoint Masterclass – Presentation Design and Animation
9. Safe Management Measures – Preparing Workplace for Covid-19
10. Theoretical Approaches to Counselling

ARS Training Attended by Imad Perdaus – Total Hours: 101 Hours (L4)

1. Adab Bersatu Padu
2. Asatizah Engagement - Fatwa Briefing on Mosque Re-opening
3. Bengkel Kemahiran Asas Kaunseling
4. Divorce Among Singapore Muslims
5. Hadith Mengikut Perspektif Fuqaha dan Muhaddithun
6. Introduction to Cryptocurrency
7. Introduction to Islamic Finance
8. Isu Khilafiah
9. Keganasan Domestik Peranan Asatizah
10. Kontrak Kewangan Islam
11. Methods in Teaching Al-Quran and its Application in Contemporary Context
12. Methodology Mufassiruun
13. Moving Islamic Education Online
14. Understanding Sharia in Context
15. Wealth and Estate management

Training Attended by Headquarters

1. Apply Emotional Competence to Manage Self and Team
2. Apply Innovation in the Workplace
3. Board and Management Dynamics
4. Safe Management Measures – Preparing Workplace for Covid-19
5. Impact Measurement for Non-profits
6. Skills Framework Workshop for ECCE HR Professionals
7. SkillsFuture for Digital Workplace – Digital Marketing Using Photos and Videos
8. Solve Problems and Make Decisions at Supervisory Level
9. What Digital Readiness Means for NPOs in the New Norm?
10. WSQ – Adapt to Change

EQUIPPING SKILLS, SUPPORTING CHILDREN

“

I would like to express my gratitude to Perdaus for allowing me to attend the DECCE-T during my course of work. This course has deepened my understanding on child development and the importance of education during the early years.

Apart from teaching, the diploma has equipped me with self-management skills to be a reflective practitioner. With effective communication and listening strategies, I believe I can actively collaborate with parents on their child's development. NIEC has been very supportive and understanding when we encounter difficulties grasping concepts taught, especially for modules not appropriate for online learning. With the newly acquired knowledge/skill set, I hope to be able to contribute to Perdaus.”



Yusrawati Mohamad
Case Worker
Diploma in Early Childhood Education
(Teaching)
Class of 2021

”

CORPORATE COMMUNICATIONS

NEW NORMAL? NO PROBLEM.

With Circuit Breaker restrictions and Work From Home (WFH) measures being followed by the people of Perdaus where applicable, the organisation had been ready to embrace this new normal with ICT and IT applications as routine use pre-pandemic. We are pleased to report that due to this, WFH orders did not majorly disrupt most of our services our stakeholders. Our staff members have already been connected through Microsoft Office 365 for the bulk of our administrative work. Childcare services proceeded with some restrictions, and most onsite classes shifted online, with a few teething issues here and there, during the various iterations of the Circuit Breaker period.

NEW TEAM, NEW FOCUS

A small media team was formed to support the burgeoning social media needs of the organisation. With this effort, more engagement with stakeholders through online and social media will be managed by the team, diversifying publicity and marketing needs from print and traditional media. This includes planned monthly social media campaigns from various divisions of the organisation, ranging on general Islamic education awareness and also on early childhood and special needs awareness.

This move proved to be beneficial with the onset of the pandemic, giving stakeholders an opportunity to learn more about what Perdaus has to offer them through online means during a time of uncertainty, including through interactive means of gamified online stories and live online sessions.



REMINISCING RASULULAH SAW

The media team was also outreaching to the public – with the pandemic comes to popularity and higher demand for online programmes. The team took its first opportunity in organising an online Maulid festival titled Reminiscing Rasulullah SAW, between 31 October to 1 November 2020. Response was encouraging, especially from the three children’s programmes slated as part of the festival.

NEWS & ADS IN NUMBERS

Berita Harian Ads in Numbers

TYPE	2018	2019	2020
Front Page	13	13	13
Quarter Page	14	11	13
Komuniti Kita	-	-	3

Fig 4: Breakdown of ad types in BH.

Traditional Media Exposure in Numbers

MEDIA/YEAR	2017	2018	2019	2020
Berita Harian	5	10	15	1
BH Write-Ups (including KK)	6	11	6	7
The Straits Times	3	2	3	0
Today	2	1	0	0
Lianhe Zaobao	1	0	1	0
Berita@ Mediacorp	1	8	2	2
Detik	1	0	1	1
Channel NewsAsia	1	0	1	0
Total	20	33	29	11

Fig 5: Breakdown of traditional/ainstream media exposure by type.



Pengajian Imad Perdaus diteruskan dalam talian

SEBELUM ini, dua pusat pendidikan agama ialah Imad Perdaus di Bedok dan Bukit Batok, dijalankan dibuka kembali selepas cuti sekolah Mac, dengan langkah keselamatan tambahan.

Memahami kebinatangan masyarakat, pusat tersebut telah melalui proses penambahbaikan kuman untuk menyambut pelajar selepas berenti selama seminggu.

Namun, keadaan tidak membenarkan pembukaan Imad Perdaus apabila kes Covid-19 dilihat semakin meningkat.

Seperti pusat pendidikan lain, Imad Perdaus juga turut terjejas dengan arahan baru pemerintah yang berkuat kuasa pada 26 Mac lalu.

Imad Perdaus menawarkan pendidikan agama ringkas untuk kanak-kanak, belia dan orang dewasa, bagi memberi pelanck kepada masyarakat memimba ilmu seperti yang dipraktikkan dalam Islam.

Dengan arahan baru pemerintah, pembelajaran di Imad Perdaus terpaksa dibatalkan.

Bagaimanapun, ia tidak bermakna pengajaran tidak dapat diteruskan.

Cuma, ia akan berlaku dengan format yang berbeza, iaitu melalui pembelajaran dalam talian.

Pegawai Eksekutif (Komunikasi dan Pemasaran Korporat) Perdaus, Cik Khatim Hamidah berkata, pihaknya bersedia mengadaptasi cabaran yang sedang dilalui mereka.

"Ini adalah satu cabaran baru bagi kami, kerana pertamanya, sebahagian orang mungkin kurang selesa kerana wadah yang berbeza untuk belajar agama."

"Sebelum ini, pendekatan kami di Imad Perdaus berteraskan pembelajaran berasaskan pengalaman (*experiential learning*)."

"Kebiasaannya, pelajar dan peserta kami terdiri daripada pelajar dan peserta pelbagai umur dan generasi."

"Jadi, kami harus memastikan wadah pembelajaran dalam talian ini sesuai dengan umur dan keupayaan berbeza-beza pelajar dan peserta serta dengan kurikulum kami."

"Namun, kami bersedia menyesuaikan diri dengan keadaan sekarang dan mengintegrasikan sebagai satu pelanck menguji daya kreativiti dan keupayaan kami agar terus berkhidmat kepada masyarakat demi menawarkan pendidikan agama pada waktu ini," ujar Cik Khatim.

Perdaus juga berharap mendekatkan pelajar dengan aktiviti yang memberikan mereka rasa normal dalam mempelajari agama pada waktu yang penuh kebinatangan ini, jelasnya.

Bagi pelajar menengah dan belia Imad Perdaus, mereka merupakan generasi digital.

Oleh itu, pembelajaran dalam talian sangat sesuai bagi mereka.

Jelas Cik Khatim lagi, perkara ini termasuk penggunaan bilik mesyuarat dalam talian untuk diskusi kelas.

"Sebelum ini juga, kami sudah pun mencuba menggunakan video mesyuarat aplikasi WhatsApp untuk tasmik pelajar mengaji dan menghafal ayat Al-Quran."

"Untuk pelajar yang lebih muda pula, kami mengharapkan kerjasama ibu bapa untuk menyokong pembelajaran dalam talian."

"Ini adalah peluang istimewa untuk mengertikan lagi Islam dengan sama-sama melakukan aktiviti yang dikelolakan Madrasah Perdaus," ujar Cik Khatim.

Sebagai badan agama, Perdaus menerima rakat harta, wakaf dan derma masyarakat dengan harapan dana ini dapat meringankan perbelanjaan Perdaus dalam meneruskan visi membina masyarakat soleh.

Selain pembiayaan program bercorak keislaman, dana ini akan memampung kos operasi, latihan guru dan sukitrak.

Khidmat 'Amil Mobile' iaitu perkhidmatan bergerak bagi memungut bayaran rakat di rumah yang berjumlah \$500 ke atas juga sedang dijalankan untuk kemudahan penyumbangan rakat atau penderita.

Perdaus turut mengahikan jualan amal Ramadan sebagai wadah pengumpulan dana iaitu penjualan kurma ajwah dan karpas buka.

Untuk keterangan lanjut, sila layari laman Perdaus di www.perdaus.org.sg.

Ke Arah Masyarakat Yang Soleh

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 Pergas.Singapore

"Recitation to Ayatul Kursi"

TEPAT DATANG TERUS BELAJAR: Para pelajar pusat pengajian Imad Perdaus ini telah mengunakan wadah dalam talian untuk meneruskan pengajian masing-masing - Foto foto IMAD PERDAUS

FINANCE

Perdaus Income and Expenditure

Comparison FY2019 vs FY2020

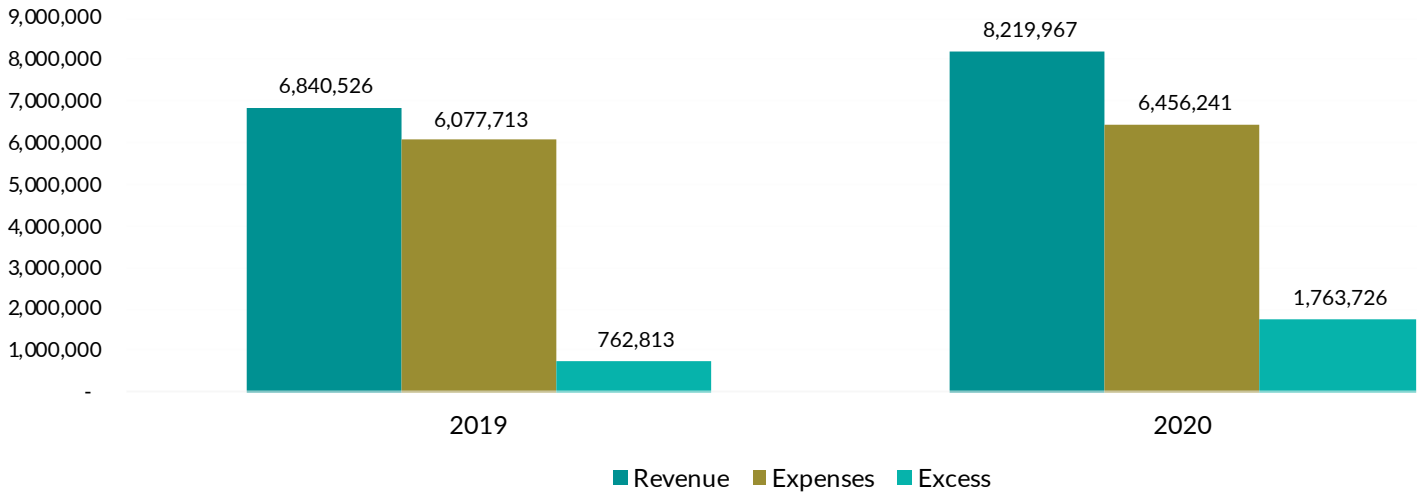


Fig 6: Perdaus 2019 & 2020 income and expenditure comparison

FINANCIAL YEAR 2020	IYAD PERDAUS	IMAD PERDAUS	HQ	OVERALL
Revenue	6,941,991	992,463	285,513	8,219,967
Expenditure	4,935,781	911,785	608,675	6,456,241
Profit / (Loss)	2,006,210	80,678	(323,161)	1,763,726

Fig 7: Breakdown of Perdaus income and expenditure by divisions.

Contributing Factors for Income Increase

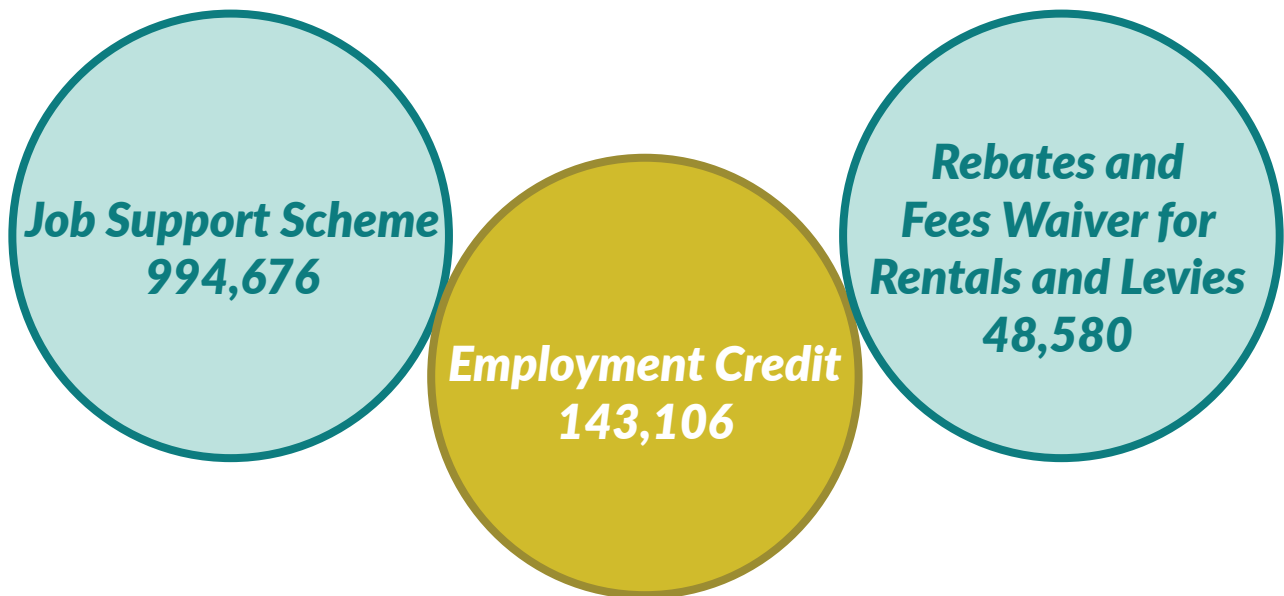


Fig 8: Breakdown of income increase factors.

Manpower to Revenue

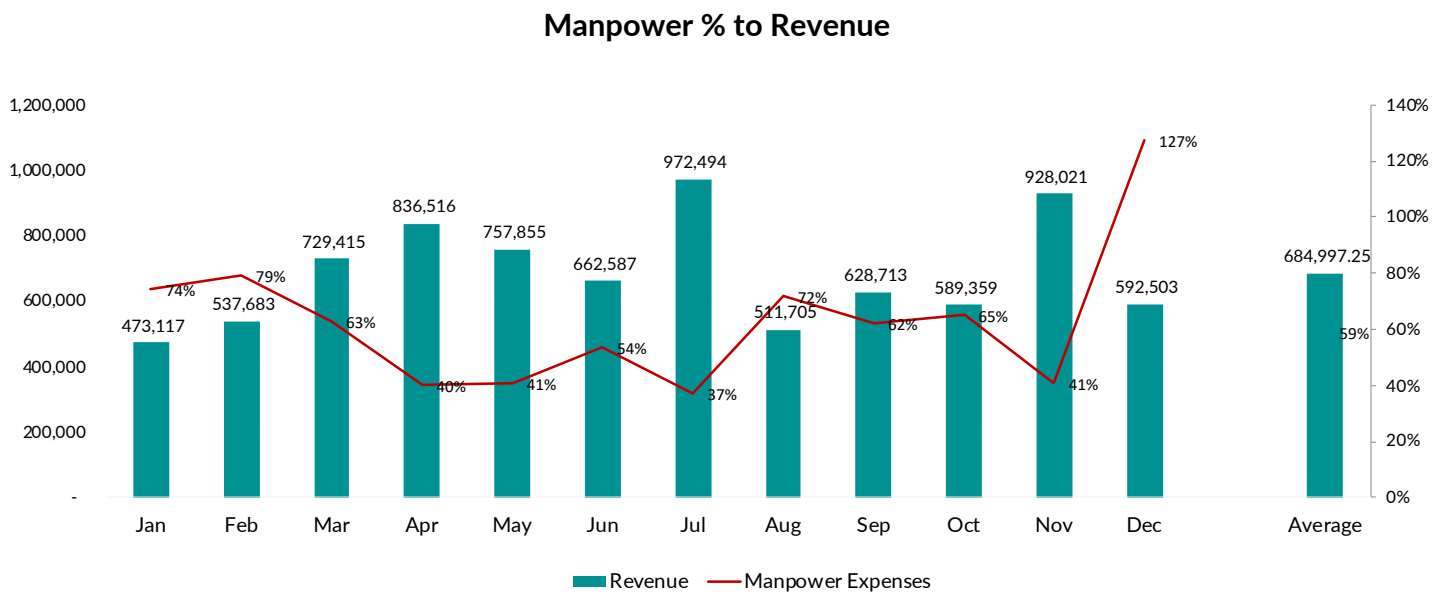


Fig 9: Perdaus FY2020 Manpower % Comparison to Revenue

Iyad Perdaus Income and Expenditure

Comparison FY2019 vs FY2020

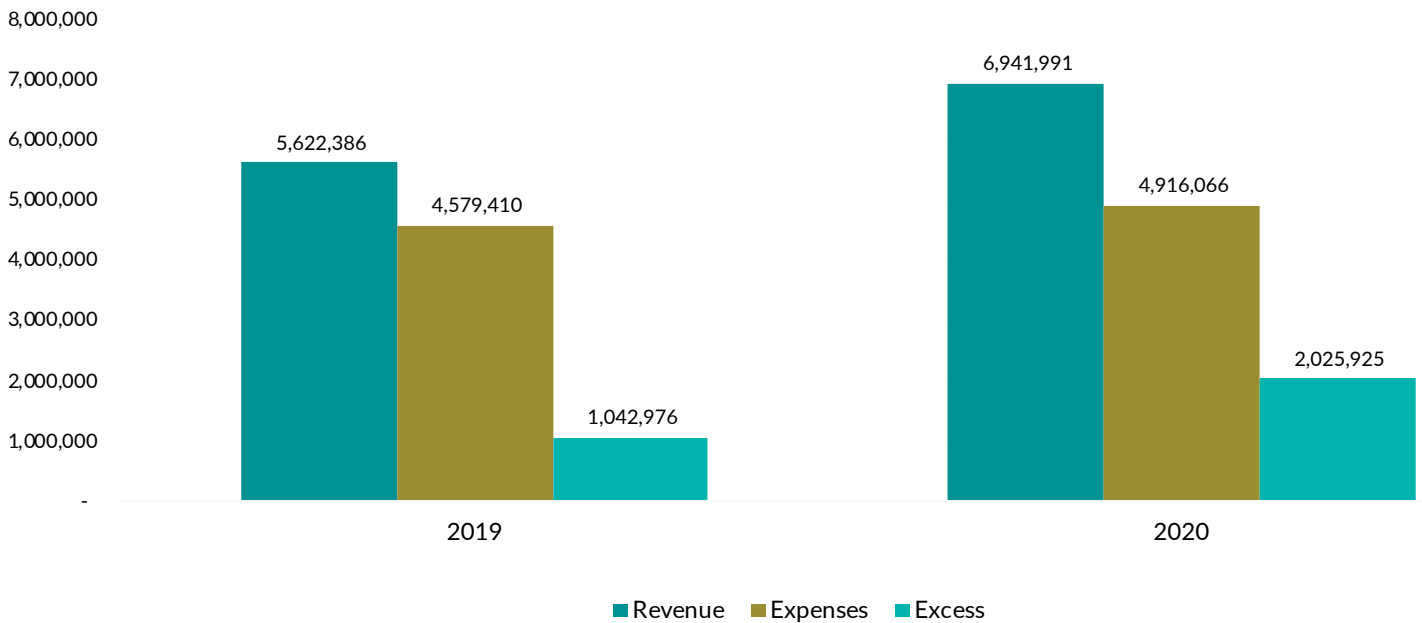
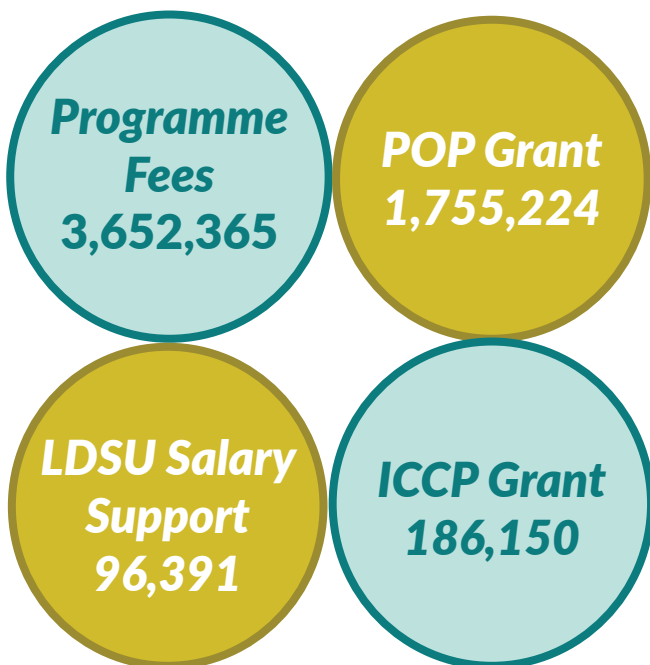
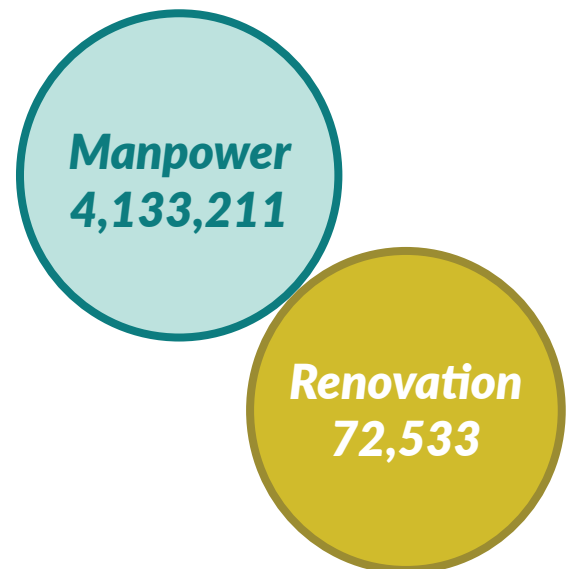


Fig 10: Iyad Perdaus 2019 & 2020 Income and Expenditure Comparison

Income



Expenditure



- Manpower expenditures are inclusive of honorarium expenses, besides salaries of staff members.
- The renovation is for the Choa Chu Kang expansion and cyclical maintenance of two wings.

Fig 11: Breakdown of income and expenditure for Iyad Perdaus.

Imad Perdaus Income and Expenditure

Comparison FY2019 vs FY2020

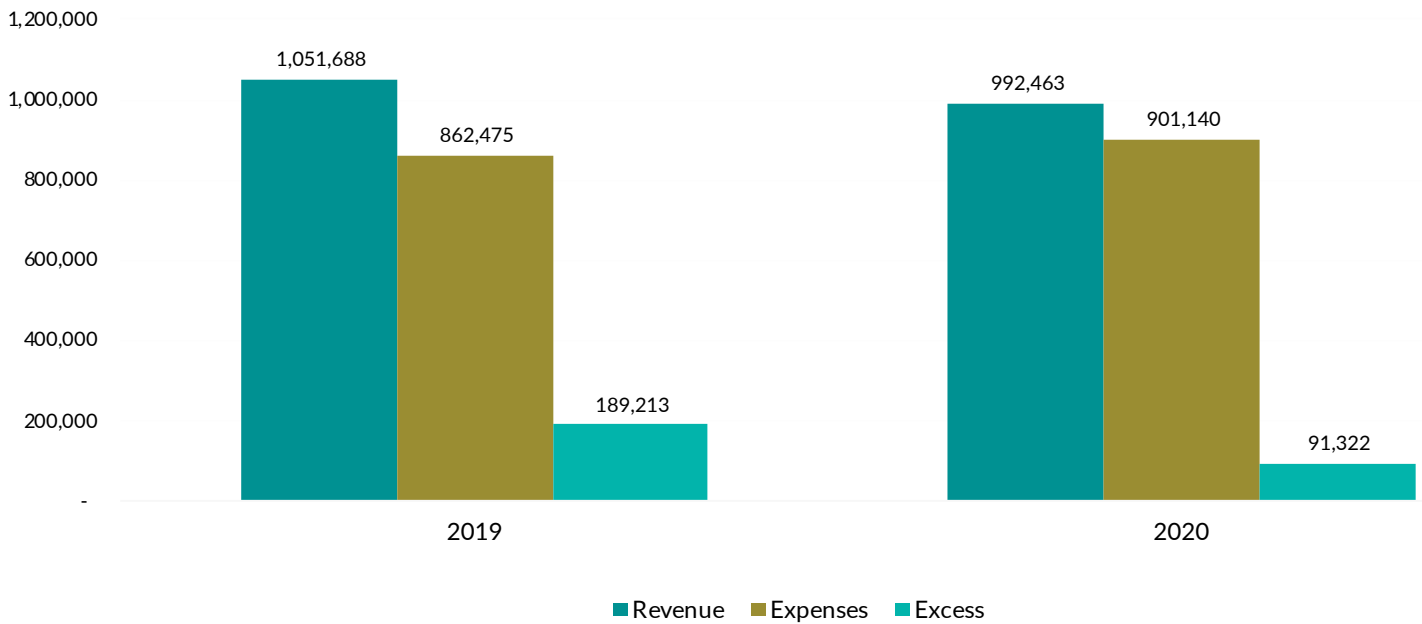
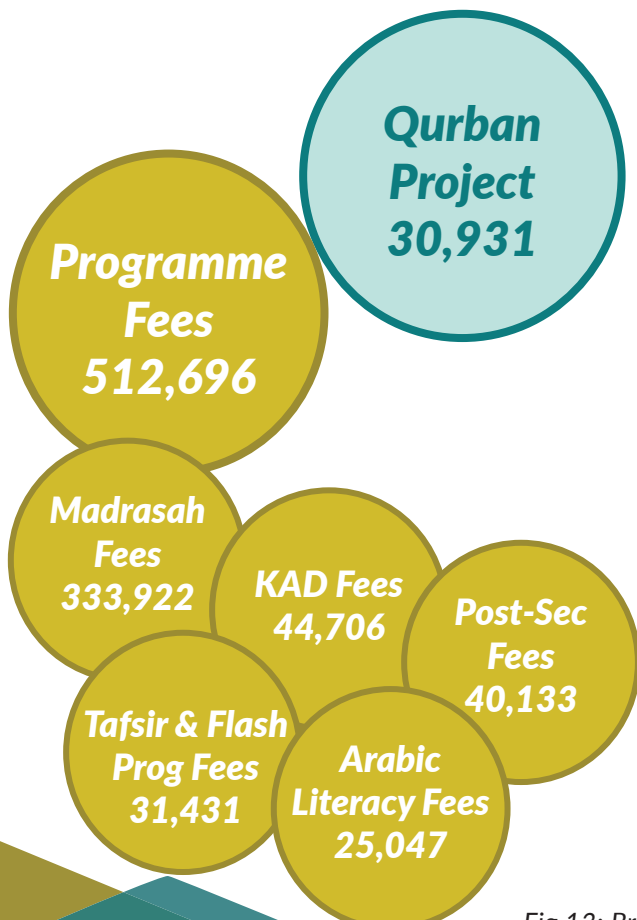
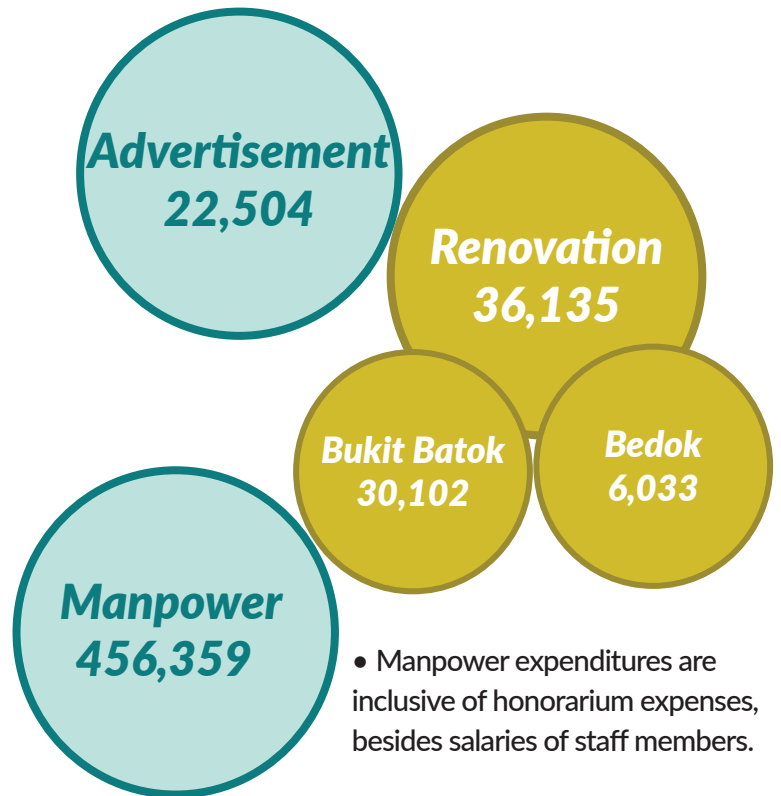


Fig 12: Imad Perdaus 2019 & 2020 Income and Expenditure Comparison

Income



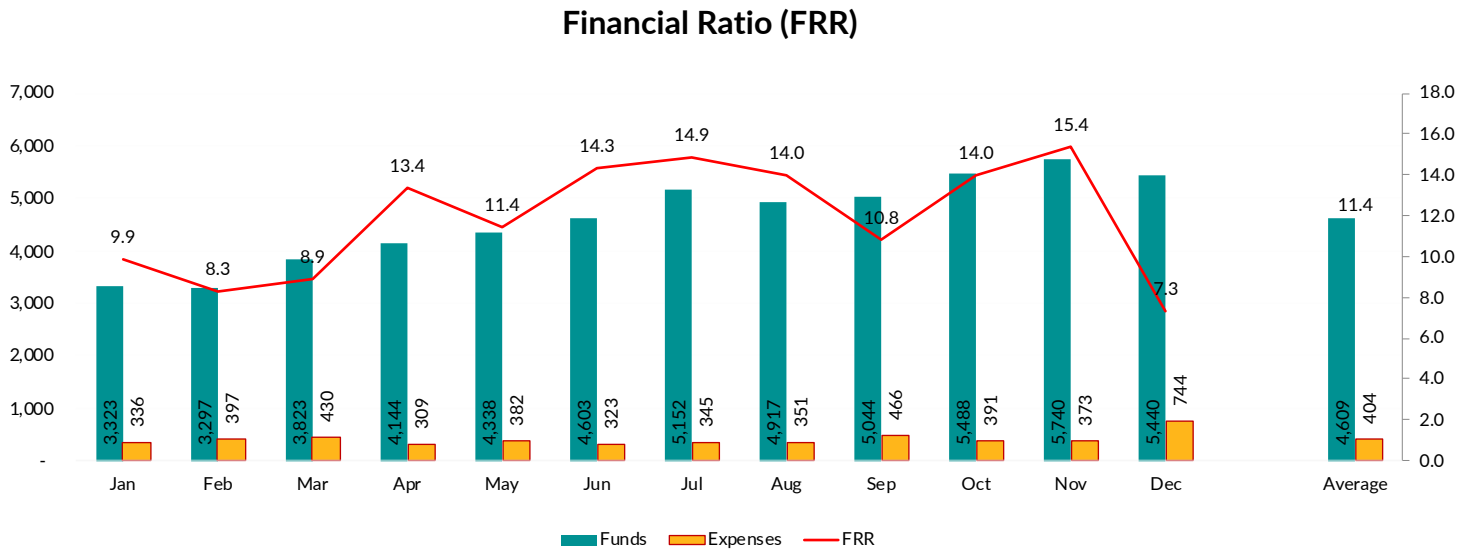
Expenditure



• Manpower expenditures are inclusive of honorarium expenses, besides salaries of staff members.

Fig 13: Breakdown of income and expenditure for Imad Perdaus.

Financial Reserve Ratio (FRR)



> 3 months

> 3 months < 6 months

=> 6 months

FY2020 Average = 11 months

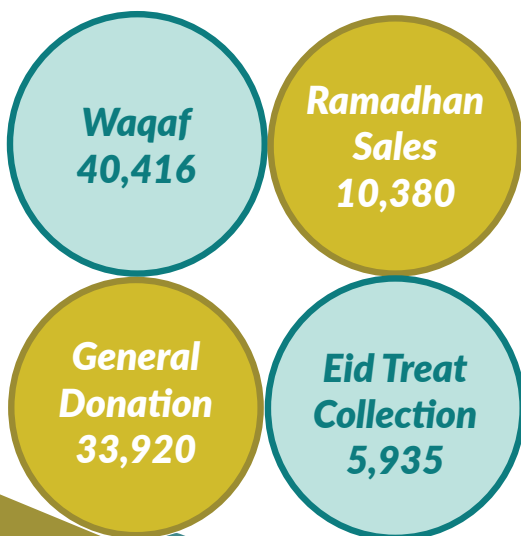
Fig 14: Perdaus FY2020 Available Funds vs Operational Cost

Perdaus Financial Reserves

- Currently Perdaus has put in \$800,000 as fixed deposit. Over the years, \$18,000 profit has been generated from the fixed deposit account.
- Perdaus is aiming to have a fixed deposit amount of \$1M by first quarter next year.

Fundraising and Donation

Collection



Donations from Perdaus



- The Eid Treats were part of an internal project answering Muis' call to fundraise for foreign workers in dormitories sometime in May 2020, in an effort to bring them festive cheer.
- Aid for Asatizah are token aids for some of our part-time Asatizah who were affected by the initial Circuit Breaker measures.

Fig 15: Breakdown of fundraising collection and costs.

Zakat Collection and Distribution

- In FY2020, Zakat collection 1440H has not been able to be fully distributed due to the onset of the COVID-19 pandemic and safety measures.
- \$41,615 was brought forward to the following year in 2021 for distribution.
- During the same financial year of FY2020, the total Zakat collected was \$146,358.

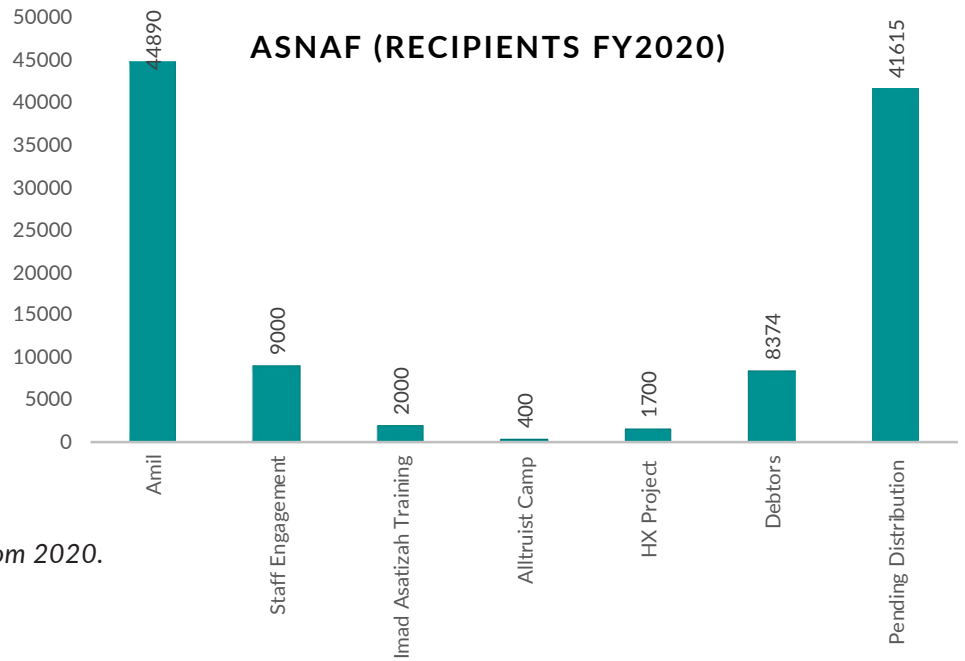


Fig 16: Distribution of Zakat Funds from 2020.

FINANCIAL YEAR	COLLECTION	HIJRAH YEAR	COLLECTION
FY2018	-	1440H	106,089
FY2019	107,979	1441H	133,671
FY2020	146,358	1442H	20,448

Fig 17: Breakdown of Zakat collection according to Gregorian and Hijri calendars.

Zakat Collection Trends

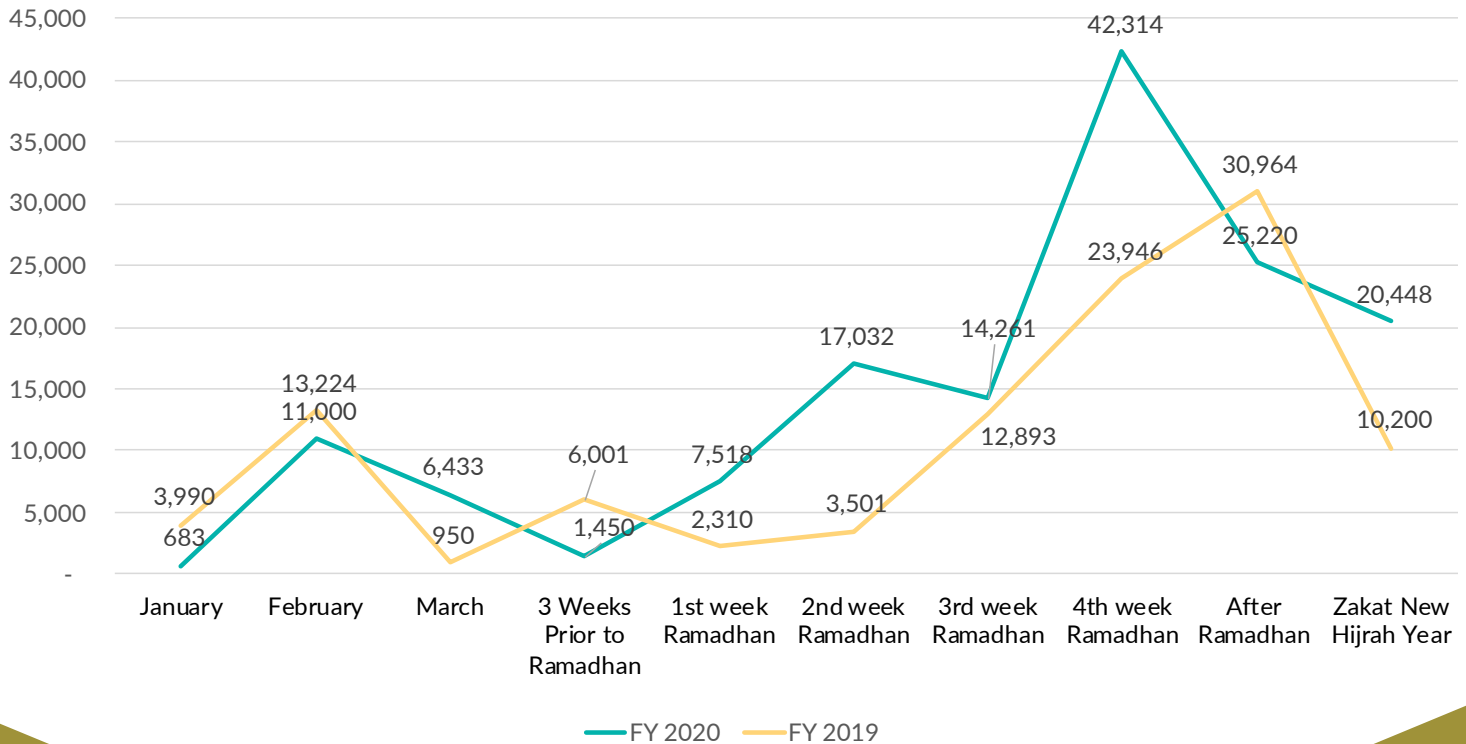


Fig 18: Zakat collection trend throughtout the campaigns.

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