



75<sup>th</sup> ANNIVERSARY  
DIAMOND  
JUBILEE  
COLLECTIVE  
FUTURES  
REIMAGINED

Malay  
Youth  
Literary  
Association  
**ANNUAL  
REPORT 2022/2023**

FY April 2022 - March 2023

Persatuan Persuratan Pemuda Pemudi Melayu is also known as 4PM or Malay Youth Literary Association. Founded In 1948, we are a non-profit organisation with Institution of a Public Character (IPC) status.



Malay Youth Literary Association



4PM AGM



2022/2023

# OUR PEOPLE

## MANAGEMENT COMMITTEE

TERM 2022/2023 (AS OF 31.03.2023)



2022/2023

4PM AGM

Malay Youth Literature Association

### From Left

First Row: **Afza Fahmidah Amir** (Honorary Treasurer), **Saifulbahri Mohamed** (Deputy President), **Nassar Mohamad Zain** (President), **Rahmat Nazri Shokor** (Honorary General Secretary), **Nick Iskandar Mohammad Idris** (Assistant Honorary General Secretary)

Second Row: **Syed Faisal Syed Ismail** (Committee Member), **Muhammad Danish Mohd Hisham** (Vice President), **Muhammad Ashik Mohamed Daud** (Vice President), **Muhammed Saufi Abdul Rashid** (Vice President), **Kamal Ashraf Kamil Jumat** (Committee Member)

Third Row: **Nadzir Imaan Muhammed Rowter** (Committee Member), **Hazli Majuri** (Committee Member), **Andi Rizal Sapuan** (Committee Member), **Muhammad Sufi Abdul Samat** (Committee Member), **Nur Atiqah Sulaiman** (Committee Member), **Nuruljannah Mansor** (Committee Member), **Nurul Eriyanie Mohamed Nazri** (Committee Member), **Nur Hammadah Sulaiman** (Committee Member)



2022/2023

4PM AGM

Malay Youth Literature Association

## STAFF 2022/2023

### From Left

First Row: **Serina Pari** (Finance Manager), **Mohd Hasni Mohd Hashim** (Assistant Director, Jul - Dec 2022), **Abu Bakar Sidiq Aslam** (Head of Agency | Assistant Director), **Zainon Haron** (Senior Manager), **Nur Afia Abdul Razak** (Senior Executive Officer)

Second Row: **Siti Sabilayaty Mohamed Amin** (Executive Officer, Dec 2021 - Sep 2022), **Nur Afrina Abdul Rahim** (Finance Officer), **Hamidah Mohamed Noor** (Executive Officer), **Raihan Nasuha Muhammad Yazid** (Executive Officer), **Nur Amirah Mohd Shah** (Executive Officer, Dec 2021- Mar 2022), **Roskalreza Mohd Khalid** (Executive Officer), **Nur Aini Asmom** (Executive Officer, Dec 2022 - Apr 2023)



2022/2023

4PM AGM

Malay Youth Literature Association

## PLAYScapes@4PM 2022/2023

### From Left

First Row: **Najaa Mohamed Rafi** (Teacher), **Nur Khalisah Atira Suharman** (Teacher), **Supinah Mastapa** (Principal), **Noranah Rosni** (Teacher), **Sarinah Abdul Samad** (Non-Programme Helper)

Second Row: **Nurul Mashita Abdul Halim** (Co-Teacher), **Sharifah Zainab Syed Zainol Abidin Aledrus** (Co-Teacher), **Hazrina Awang** (Co-Teacher), **Sharifah Nur Afiah Syed Zulkarnain Al-Attas** (Co-Teacher), **Amirah Ab Hamid** (Senior-Teacher)

# FY 2022/2023 IMPACT OVERVIEW

## EDUCATION

Uplifting the educational status of the Malay Muslim community by developing essential life skills and positive values.

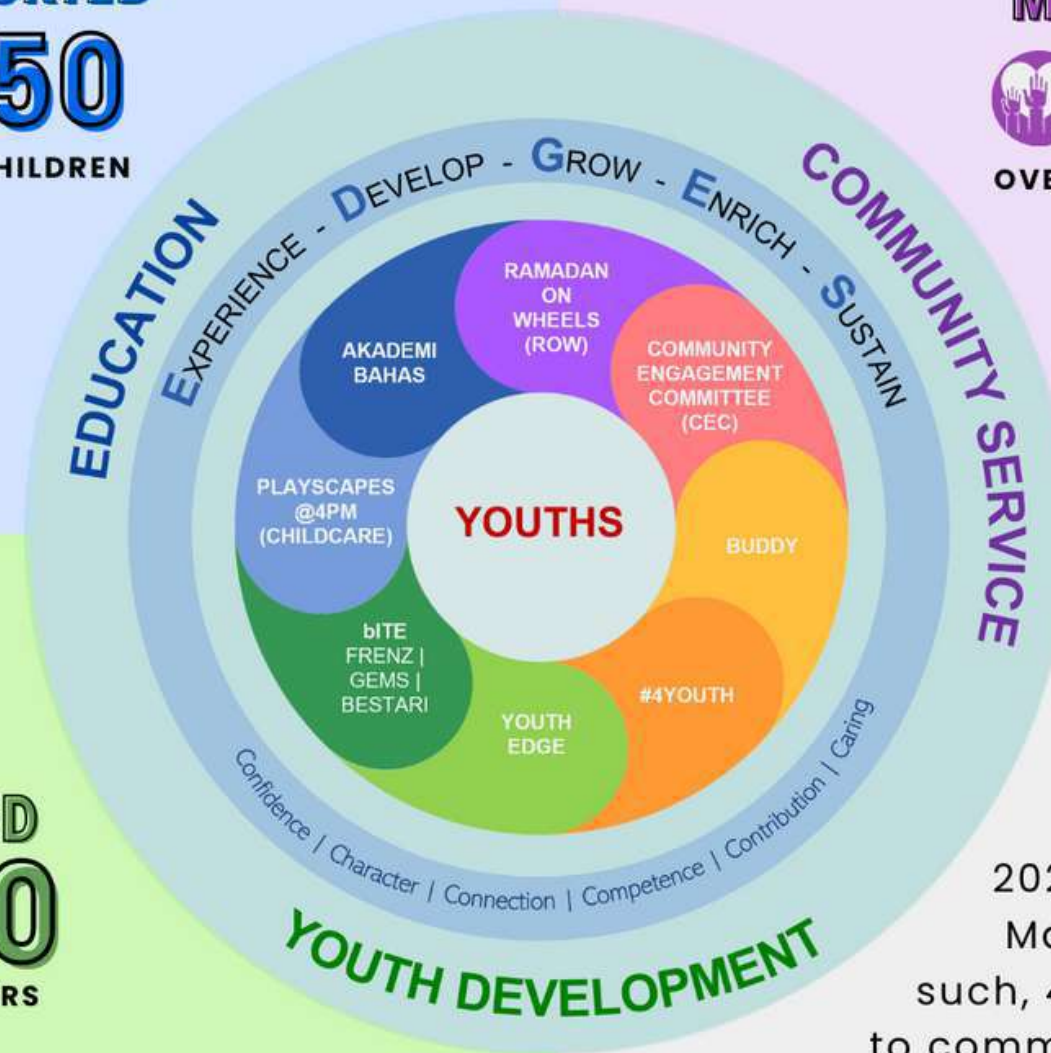


Unleashing youths' potential by providing them with positive environment and emotional-social supports needed to become successful and competent adult.

## YOUTH DEVELOPMENT

## COMMUNITY SERVICE

Creating a continuous immersive engagement and opportunities for youth to experience, develop, grow and enrich other so as to contribute back positively to the community.



2023 marks the 75th Anniversary for Malay Youth Literary Association. As such, 4PM will be hosting special events to commemorate 75 years of empowering the next generation. These includes 4PM's Diamond Jubilee Anniversary Charity Dinner and a variety of engaging activities for our youths, partners and stakeholders.

## THE YEAR AHEAD

# AKADEMI BAHAS

A signature programme with national significance, Bahas 4PM strives to promote the usage of standard Malay language while preserving its prestige and relevance as a *lingua franca* within the region, sharpen students' oratorical and public-speaking skills in the Malay language, encourage a healthy exchange of ideas in a friendly yet competitive environment as well as preserve the essence of debate and use of language in the long term.

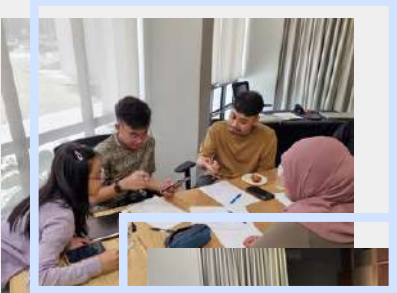
# MASTERY OF MALAY LANGUAGE THROUGH DEBATE



## AKADEMI BAHAS WORKSHOPS



1. Assessment Workshop for judges and Akademi Bahas Organizing Committee conducted by Cikgu Esfan Rizal Rahwom and Cikgu Syed Faisal Syed Ismail, on 4 June 2022.
2. Customized Debate Workshop for 29 Participants from Cedar Girls' Secondary School Students conducted by Mr Arif Tan on 19 October 2022.



## BAHAS COHESION 2022

Bahas Cohesion was organized with the aim to foster bonding among the volunteers, staff and former debaters as well as Akademi Bahas committee members.



2 December 2022, Friday



## COMMITTEE MEETINGS

Our dedicated Bahas Committee members attend regular meetings and rehearsals to prepare for the upcoming competitions.



## OVERVIEW OF POST - SECONDARY DEBATE COMPETITION 2022

- Champions 2022: Madrasah Alsagoff Al-Arabiah
- Runner-up: Madrasah Aljunied Al-Islamiah
- Guest of Honour: Dr Janil Puthucheary (Senior Minister of State, Ministry of Communications and Information & Ministry of Health)
- Total Number of Participating Schools: 8
- Total Number of Judges: 21
- Total Number of Volunteers: 35
- Preliminary Round: 16 July 2022, Online via Zoom
- Semi-Final Round: 23 July 2022, Woodlands Regional Library Auditorium with Live Streaming via YouTube
- Grand Final Round: 12 August 2022, Mediacorp Studio
- Telecast on Mediacorp Channel Suria: 28 August 2022



## OVERVIEW OF SECONDARY DEBATE COMPETITION 2023



- Champions 2023: Tanjong Katong Secondary School
- Runner-up: Dunman Secondary School
- Guest of Honour: Ms Mariam Jaafar, (Member of Parliament for Sembawang GRC, Woodlands)
- Total Number of Participating Schools: 20
- Total Number of Judges: 52
- Total Number of Volunteers: 30
- Preliminary Round: 18 February 2023, Anglo Chinese Junior College
- Quarter-Final Round: 25 February 2023, Anglo Chinese Junior College
- Semi-Final Round: 4 March 2023, Anglo Chinese Junior College
- Grand Final Round: 11 March 2023, Project Studio (Wisma Geylang Serai)



# NURTURING OUR FUTURE

# Leaders

# PLAYScapes@4PM

## OUR MISSION

To provide a **safe & nurturing environment** that maximizes each child's potential to be confident life-long learners.

## OUR VISION

To nurture children to be **positive, ambitious, and empathetic** citizens of the world.

## OUR SERVICES

- Playgroup - 18 months to 2.5 years
- Pre-Nursery - 2.5 years to 3 years
- Nursery - 3 years to 4 years
- Kindergarten 1 - 4 years to 5 years
- Kindergarten 2 - 5 Years to 6 Years

## PARENTS-SCHOOL PARTNERSHIP

Parents are important partners and stakeholders to us. We work hand-in-hand for the betterment of children in the centre, by having Parent-Teacher Conferences (PTC) on a termly basis.

## ACCREDITATION

PLAYScapes@4PM is accredited as a 'Platinum Healthy Pre-school' by Health Promotion Board (HPB) Accreditation is valid from March 2023 to March 2024.

## OUR LICENSE

License No: 214582 - Valid from 06.02.2021 to 05.02.2024 (36 months)

## START SMALL DREAM BIG

Start Small Dream Big 2022 was organized in aid of residents of Darul Takrim Home for the Aged. Parents donated items for the project. Students and residents interacted via zoom. Students performed Pantun, song performances and dance.



## FIELDTRIPS

- Hay Dairies Farm was held in August 2022.
- In conjunction with Singapore World Water Day Celebrations 2023, PLAYScapes@4PM organized a field trip to Marina Barrage in March 2023.



## ANNUAL CONCERT & GRADUATION CEREMONY

During the memorable concert, children enjoyed performing on stage, cheered by their parents.

10 Dec 2022



## CELEBRATIONS @ PLAYSCAPE

Children played games and had lots of fun dressing up in celebration of the different occasions throughout the year.



## PARENTS-TEACHER CONFERENCE 2022

- Mid-Year Session: June 2022
- End-Year Session: December 2022
- Children's project works were displayed
- Parents Survey was conducted in June



# UNLEASHING *YOUTH* POTENTIAL



**PROBLEM-SOLVING**



**DEVELOPING EMPATHY**



**BUILDING RESILIENCE**

**“ I learned to be inclusive and kind to everyone. ”**

-Gabrielle, FRENZ Mentee


**“ I’m more aware of my surroundings and is more grateful for the things in life. ”**


-Adwa, FRENZ Mentee

## FRENZ MENTORING

FRENZ is a comprehensive mentoring programme for ITE youths. 4PM engages youths through outreach workshops, group mentoring sessions and class-based activities. Using the multifaceted approach of Positive Youth Development in mentoring, students participate in developmental activities that encourage social interaction and empathy. In 2022, 232 students from 6 classes were referred by ITE College Central, College East and College West for FRENZ Mentoring. 90% (208) of the students remained in school throughout the programme.

These activities are designed for students to develop socio-emotional learning competencies such as self-awareness, social awareness, critical thinking, and problem solving. Over time, they develop to be responsible youth leaders who enable and empower others.

 **90%**  
Students remain in school

 **70%**  
Students experience increase in life skills and ability to link learning with life goals

 **208**  
Youths impacted from the programme

# BESTARI CLUB

**4PM BESTARI AWARD** recognizes and rewards outstanding Malay/Muslim ITE students who have demonstrated excellent academic achievements. Every year, this award is given to the top 45 students across all three ITEs. Among them, one student will earn the Bestari Outstanding Student Award and another, the Bestari Resilience Award.

Through Bestari Club, these students give back to the community by being a mentor for FRENZ or leading a support group for families in Ramadan On Wheels (ROW), among other opportunities. It aims to bring out the best in youths and nurture their leadership potential by providing a platform for them to experience, develop, grow and enrich their lives by serving the community.



Youths impacted from the programme

## OUTSTANDING STUDENT AWARD

The **4PM Bestari Outstanding Student Award**, is awarded to the top student from all 3 ITE Colleges. He/she has shown exceptional participation in community services, was involved in organizing or leading projects that have benefited the community at large, and has shown exemplary conduct.

Ms Atika Batrisha from ITE College West, Higher Nitec in Electrical Engineering, was conferred the Outstanding Student Award this year.



## BESTARI RESILIENCE AWARD

Introduced this year, the 4PM **Bestari Resilience Award**, is awarded to a student who has exhibited resilience while overcoming odds and challenges that they had faced during their pursuit of their ITE education.

Ms Razlinah Razale, is an inspiration to all as she juggles her roles as a student, wife and mother of 3. She has managed to manage these roles well despite being a matured student and she's currently pursuing a Diploma in Nursing at Nanyang Polytechnic.



**BESTARI CLUB INDUCTION**



**TEAM BUILDING ACTIVITIES**



**LEADERSHIP WORKSHOPS**

# CELEBRATING *YOUTH* ACHIEVEMENTS



**bITE RACE**

bITE Race is an annual Amazing Race organized for ITE Students. This year's race is a special collaboration with Woodlands Galaxy MAEC. The Digital Dash! also includes using a digital map to navigate to the different stations and the use of the mobile phone to complete activities and challenges.

Ms Poh Li San, Grassroots Advisor to Sembawang West, graced the event and distributed Chinese New Year goodies to all participants.

# G.E.M.S

One of the most meaningful things in life is to be able to serve and make a difference to others while developing ourselves in the process. 4PM is looking forward to provide continuous engagement for youth, especially the former participants of our youth programmes as well as youth at large, who are looking for opportunities to further develop themselves through meaningful activities and contribute positively to the community. Youths are encouraged to respect and share their respective experiences, and expose them to exciting opportunities to learn, grow and serve. In this journey, youths will discover their passions, strengths and skills to act on them for the benefit of others - while improving their interpersonal competence.

**Guide. Empower. Motivate. Support. (GEMS)**, engaged youths through a series of developmental activities that aim to support youth and develop their strengths and capabilities.

## AWARDEES FOR NATIONAL YOUTH AWARD ACHIEVEMENT (NYAA) GOLD

**Congratulations** to 11 of our G.E.M.S mentors for their achievement!

1. Harini D/O Murugan
2. Kishorry Kalimuthu
3. Michelle Tarshish Daniel
4. Mohamed Idris Shaik Mohamed
5. Muhammad Nur Firdaus Bin Suratman
6. Muhammad Nur Irham Bin Saini
7. Muhammad Shafiq Bin Saini
8. Nur Amalina Aniqah Bte Kamarudin
9. Nur Aqilah Natasha Binte Muhamad Zaid
10. Nur Syafiqah Binte Ramli
11. Nur Syukrina Binte Ashari



# EMPOWERING YOUTH LEADERSHIP



ITE OUTREACH



INDUCTION




WORKSHOPS



NYAA GOLD AWARDS CEREMONY



 2 December 2022 | ITE College Central

The NYAA is one of the premier youth development programmes in Singapore. The programme is to develop personal qualities of **self-reliance**, **perseverance** and a **sense of responsibility** to themselves, society and the nation.



# BUDDY MENTORING

Buddy Mentoring inspires schooling youths to be the best versions of themselves through meaningful group-based activities that enables youths to gain new experiences through positive relationships with others.

Based on the Positive Youth Development Framework, these students become more compassionate and confident in interacting positively with others - voicing their thoughts and ideas across various social settings.

The programme targets students with limited parental supervision. The session were carried out biweekly, involving 30 students and 5 mentors.



**BOLD**  
**UNDERSTANDING**  
**DETERMINED**

**DYNAMIC** *youth*



## ESTABLISH CONNECTIONS

Teambuilding exercises were conducted to establish trust, strengthen relationships, and facilitate effective communication.



Students were engaged in improvisation activities that focused on building self-confidence.



## BUILD CONFIDENCE



## CARING FOR OTHERS

Up-cycling activities were carried out to promote environmental awareness, encourage creativity and empathy.



Students participated in hands-on activities that delve into reflections and personal thoughts.



## SELF IDENTITY



## SELF AWARENESS

Safe space were given for students to explore and develop their sense of self through sharing of values and experiences.



# INSPIRE *YOUTH* TOWARDS EXCELLENCE

# #4YOUTH

#4YOUTH envisions to inspire youths towards excellence through mentoring and provisions of a wide spectrum of opportunities and meaningful activities so that they can experience, develop, grow and enrich for the benefit of the community. The expected beneficial outcomes of this programme included increasing sense of belonging in the community, deepening their interest, knowledge and insights on current issues and challenges faced by the community at large.

Through #4YOUTH programme, 4PM Forward Conversation was held on 21 January 2023 at Home Team NS (Khatib) Mancave. The session was attended by 4PM Management Committee Members, Core volunteers and Staff. This session aims to engage the participants in a visioning exercise to chart the path of the organization for the next 5 years ahead.



**KEYNOTE SPEAKER:  
DIRECTING TOWARDS THE NORTH STAR**



**CONVERSATION:  
DISCOVERING OUR TRUE IDENTITY**



**OPENING ADDRESS BY 4PM PRESIDENT**



**TEAM BONDING**



**FOCUS GROUP DISCUSSION:  
STRATEGY & LEADERSHIP**



**FOCUS GROUP DISCUSSION:  
COMMUNICATIONS & PARTNERSHIPS**


# COMMUNITY ENGAGEMENT COMMITTEE (CEC)

Community Engagement Committee (CEC) engages public stakeholders including volunteers and organizational representatives through focus group discussions, workshops and dialogues. It engages youths across different demographic markers, interests and aspirations.

CEC provides a safe environment for youths to express their opinions on current affairs and issues - resulting in deepening interest, knowledge and insight across multiple lenses and perspectives. This culminates in an incubation of novel ideas to social issues.

## MINISTERIAL DIALOGUE

The dialogue allowed youths to express their opinions, share ideas, and learn about the government's response to the challenges. There were 210 participants in the dialogue with Senior Minister Teo Chee Hean, and 80 people in the focus group sessions.

 28 January 2023




# CHAMPIONING YOUTH ACTIVISM

## SANTAI VII




Santai VII was themed "Soaring to New Heights". The session was filled by two invited speakers: Mr Syukri Azman and Dr Humairah, moderated by Mr Md Saddiq.

 9 April 2022



## MID YEAR GATHERING

4PM Berhari Raya was attended by 57 volunteers across programmes. A fun-filled activities and games were organised for the volunteers.

 28 May 2022




## TEAM BUILDING

CEC Team building was held to enhance teamwork, communication, trust, and collaboration among the committee members. CEC workplan was also discussed during this session.



## FACILITATION WORKSHOP

Volunteers attended facilitation training to broaden facilitation skills for 4PM programmes.

 5 Nov 2022

## SEMBANG ILMU PLUS(+) IN CONVERSATION

In collaboration with Malay Heritage Foundation (MHF), Youths were engaged in a focus group discussion on Diversity & Inclusivity in Multicultural Singapore: Our Youth Perspectives to encourage discourse and bounce off ideas.



# RAMADAN ON WHEELS (ROW)

ROW is a volunteer-driven initiative that reaches out to less fortunate families and needy elderly through provision of food vouchers, food rations, workshops, skill training and family engagement activities.

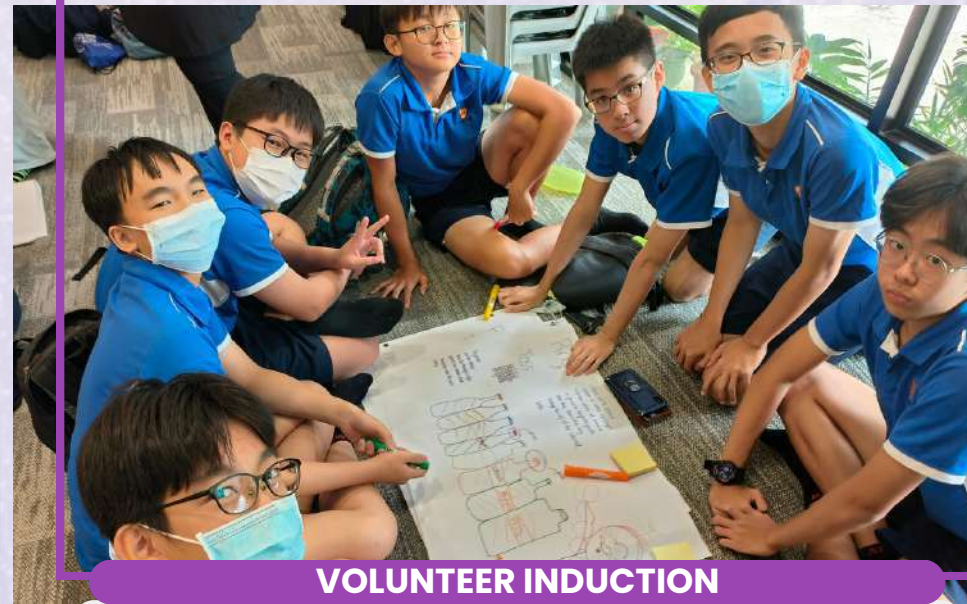
The main objective of ROW is to improve beneficiaries' overall emotional, social and economic well-being. In addition to receiving groceries, vouchers and food hampers, beneficiaries participate in various activities that promote well-being, social interaction and family bonding.

“Every year during Ramadan, I look forward to volunteering at 4PM.”  
- Ms Erica, volunteer

“It was nice bonding with my children and get to know other parents.”  
- Mr Adam, beneficiary

“The food ration really help my family a lot, especially with having many siblings.”  
- Rania, beneficiary

# REACHING OUT CONNECTING HEARTS



**VOLUNTEER INDUCTION**



Volunteers are introduced to ROW, they also attend befriender trainings and brainstorming sessions.



**DISTRIBUTION OF RATION**



Our GOH, Mr Sharael Taha, Member of Parliament for Pasir Ris – Punggol GRC was part of our Flag Off on 15 April 2022.



15 April 2022



**WORKSHOPS**



Hanbaobao Career Talk, April 2022  
Garden with Purpose, July 2022



**FAMILY ENGAGEMENT**



Bonding through a private movie screening and lunch, September 2022



**FAMILY BONDING**



ROW welcomed over 200 families at 4PM Family Day and ROW Launch.



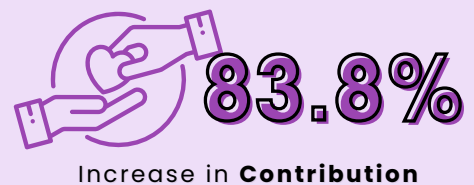
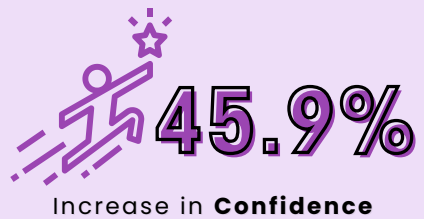
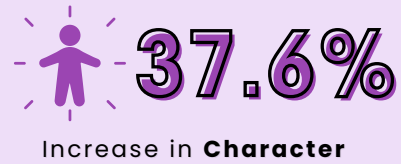
11 March 2023.

# Youth EDGE

Youth EDGE is a developmental and engagement programme in collaboration with Ministry of Home Affairs. It aims to empower children (aged 7-12), youths (aged 13-17) and their caregivers. Monthly activities are conducted which focus on moral, socio-emotional support, enhancing sense of self, emotional resilience and nurturing pro-social behavior.

It adopts the Positive Youth Development Framework - A strengths-based approach which emphasizes on developing good character, self-confidence, positive connections with others and youth's contribution to society.

The programme impacted more than 11 families, 25 youths and 21 volunteers.



# INVESTING IN THE YOUNG BUILDING RESILIENCE



“ Teaches us ways on how to manage stresses in life. ”  
- Nadhirah, aged 15

“ I learned something useful like volunteering and making new friends. ”  
- Kareem, aged 13

## INDUCTION AND OUTREACH



Get to know the families & interaction session with volunteer befrienders.

“ To be an honest person and also be kind. ”  
- Rashid, aged 12



## GROUP SESSIONS



Blended learning approach combining outdoor and indoor interest-based group activities.



## LEARNING JOURNEY/ COMMUNITY SERVICE



Youths partake in Ramadan on Wheels (ROW), volunteering their time and talent.



## FAMILY SESSIONS



Family bonding activities curated around teamwork, enhance communications and understanding.

# COMMUNITY PARTNERSHIP

Community partnerships are essential for a variety of reasons, as they can bring about numerous benefits for individuals, organizations, and society as a whole.

4PM Management Committee Members, Staff and volunteers attended various networking sessions. This provides opportunities to learn best practices, explore avenues for collaborations and strengthen social networks.



## BANGKIT BERSAMA! KESIHATAN MENTAL

Organized by M3@Jalan Besar, in partnership with HPB and PA, Youths were encouraged to Rise Up and find innovative solutions on how to break the barriers of youths seeking help and reaching out for support!

In this competition, 4PM was represented by two teams which include Nur Atiqah Sulaiman, Nurul Ain Mohd Shahrin, Mohamad Afiq Nahar, Kamal Ashraf Kamil Jumat, and Nur Raudhah Samat. Congratulations to the winners!

# FOSTERING



# SOCIAL CONNECTION



## TUNAS BERSAMA M3

Mr Nassar Mohamad Zain together with 12 other young leaders representing Malay Muslim Organizations (MMOs) were selected to attend the first Tunas Bersama M3 initiative.

The initiative aims to equip the next generation of leaders and to increase their social network and necessary skills.



## ANG MO KIO GRC, KEBUN BARU AND YIO CHU KANG SMCS MALAY/MUSLIM YOUTH DIALOGUE

5 youths represented 4PM in the dialogue session.



## FAITHFUL FOOTPRINTS

Mr Nassar Mohamad Zain, with Chairman of Humanity Matter Ambassador Mr Ong Keng Yong, Humanitarian Advisor Mr Hassan Ahmad and other MMO friends.

Faithful Footprints is a programme to build awareness, understanding and trust across faith groups. It has been enhanced and made available to a wider audience.

## MMO REHABILITATION NETWORK



15 November 2022



4PM participated in a sharing session on Restorative Practices organized by Singapore Prison Service.



## SG ECO FUND COMMUNITY MEETUP



31 January 2023 at City Sprouts Sustainability Centre.



4PM is one of the MSE Grant recipients. The networking session aims to provide opportunities for sustainability enablers to come together, make connections, and discuss about sustainability.

# COLLABORATIVE EFFORTS

## CHARITY BOOTH

In Collaboration with Kurnia@WGS & working with community partners, 4PM set up a charity booth at Anjung (Wisma Geylang Serai) for the whole month of Ramadan 2023.



# OFFICIAL VISITS

Mdm Halimah Yacob, the 8th President of Singapore, visited 4PM HuBelia on 26 April 2022.

Her visit was filled with interactions with 4PM Management Committee members, sharing session and iftar.

“We must continue to grow opportunities for youth to develop a culture of giving back to society,”

Mdm Halimah Yacob,  
The 8th President of Singapore

4PM was honored to host Ms Tan Li San, Chief Executive Officer of National Council of Social Service (NCSS) and her staff on 23 September 2022.



**PRESIDENT'S VISIT**



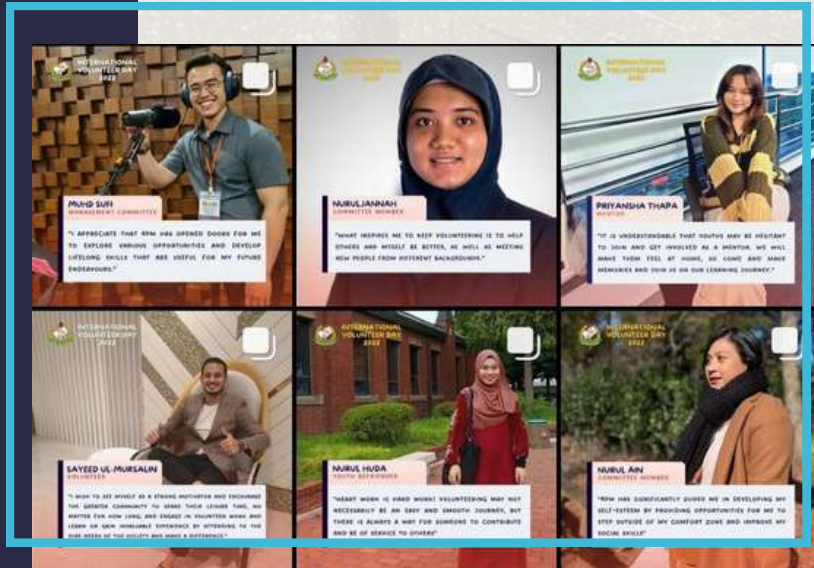
**NCSS VISIT**



# VOLUNTEERS IN ACTION

Volunteers make significant and multifaceted contributions that enhance the well-being of individuals, communities, and society as a whole. Their selflessness, dedication and willingness to share their time and skills, played a crucial role in addressing societal challenges and building a more compassionate and resilient world.

# BUILDING stronger COMMUNITIES



**ComChest Community Heartstrings Walk**

10 Sep 2022 | Marina Bay Sands



**FRENZ Camp 2021 | 21 Sep 2022**



**ASEAN YOUTH INTERFAITH CAMP 2022**

- 6 - 12 Aug 2022, Jakarta & Semarang, Indonesia
- Represented by Nurul Ain Mohd Shahrin

A group of volunteers involved in packing of ration



Newly inducted mentors were given opportunities to put their recently learnt knowledge and skills to use. They joined us during our first youth outreach session.

**Youth Eco Action KAYAK & KLEAN**

Total Number of Youths: 34

24 December 2022  
Pasir Ris Beach Area 1

Youth ECO Action by 4PM aims to raise awareness and action in the community to tackle the impacts of climate change and in safeguarding our environment.

Through Kayak N Klean adventure, youths learn to appreciate the importance in keeping our coastal beach clean. The activity encouraged everyone not to litter so that we can have a clean environment for all.





# G O V E R N A N C E

## Governance

The Malay Youth Literary Association (4PM) is governed by the Constitution (as revised on 03 October 2022), spearheaded by a Management Committee (Committee).

## Aims & Objectives

To promote among members interests in providing necessary relief and assistance to the needy community through:

- Language and Literary activities
- Art & culture
- Education and general knowledge
- Sports, recreational and vocational activities
- Social and welfare activities

## Management Committee Composition

The Management Committee (Committee) members are elected in accordance with the Constitution. The Committee shall consist of:

- The President
- The Deputy President
- Three Vice-Presidents
- The Honorary General Secretary
- The Assistant Honorary General Secretary (Nominated by the Honorary General Secretary)
- The Honorary Treasurer
- The Assistant Honorary Treasurer
- Five Committee Members
- Seven Co-opted Committee Members

Unless with the prior approval in writing of the Registrar or an Assistant Registrar of Societies, majority of the Management Committee Members shall be Singapore Citizens. In addition, the President, Secretary, Treasurer, and their deputies shall be Singapore Citizens or Singapore Permanent Residents. Foreign Diplomats shall not serve as Committee Members.

## Appointment

The current committee has been appointed for the term term FY 2021-2023. Details of their appointment and occupation are reflected in the Table One [1] below:

No.	Name	Appointment	Occupation
1	Nassar Mohamad Zain	President	Project Manager
2	Saifulbahri Mohamed	Deputy President	Plant Manager
3	Muhammed Saufi Abdul Rashid	Vice-President	Technician
4	Muhammad Ashik Mohamed Daud	Vice-President	Project Manager
5	Mohamad Danish Mohd Hisham	Vice-President	Technician
6	Rahmat Nazri Shokor	Honorary Secretary General	Operation Manager
7	Nick Iskandar Mohammad Idris	Assistant Honorary Secretary General	Architect
8	Siti Nur Atiqah Abdul Hadi	Honorary Treasurer (Till 18.09.22)	Manager
9	Afza Fahmidah Binte Amir	Honorary Treasurer (wef 18.09.22) Assistant Honorary Treasurer (till 18.09.22)	Educator

Table 1. Management Committee Appointment (Continue next page)

No.	Name	Appointment	Occupation
10	Syed Faisal Syed Ismail	Committee Member	Head of Department
11	Mohd Hasni Mohd Hashim	Committee Member (till 30.06.22)	Investigation Officer
12	Nur Atiqah Sulaiman	Committee Member	Executive Assistant
13	Andi Rizal Sapuan	Committee Member	Student
14	Nur Hammadah Sulaiman	Committee Member	Recreation Executive
15	Muhammad Sufi Abdul Samat	Committee Member	Engineer
16	Nadzir Imaan Muhammed Rowter	Committee Member	User Exeperience Developer
17	Hazli Majuri	Committee Member (wef 18.11.22)	Senior Staff Sergant
18	Kamal Ashraf Kamil Jumat	Committee Member (wef 18.11.22)	Student
19	Nurul Eriyanie Mohamed Nazri	Committee Member (wef 18.11.22)	Lecturer
20	Nuruljannah Mansor	Committee Member (wef 18.11.22)	HR Associate

Table 1. Management Committee Appointment (Continued)

## Length of Service of Management Committee

The Association fully understands the recommended tenure cap for the Management Committee as ten [10] consecutive years of service. Being a small-sized association, 4PM is not lacking in volunteers for our programmes. However, there are challenges in recruiting suitable candidates for positions within the Management Committee.

Currently, there are a total of four [4] members who have served the Management Committee for more than 10 years consecutively as reflected in Table Two [2] below. They are key members holding significant positions. Their expertise and leadership are essential for the successful administrations and smooth operations of the organisation.

No.	Name	First Year of Service	Length of Service	Committee Position
1	Mohd Hasni Mohd Hashim	2007	17	Management Committee Member (2007-2013, 2021-2022) Honorary General Secretary (2017-2021) Asst. Honorary General Secretary (2013 -2016)
2	Nassar Mohamad Zain	2010	14	President (2021 - Present) Vice President (2017-2021) Management Committee Member (2010-2016)
3	Nick Iskandar Mohd Idris	2010	14	Asst. Honorary Secretary General (2021 - 2023) Asst. Honorary Treasurer (2017-2021) Honorary Treasurer (2016 -2017) Management Committee Member (2010-2016)
4	Syed Faisal Syed Ismail	2007	17	Management Committee Member (2021-2023) Vice President (2017-2021) Co-Opted Member (2007-2019)

Table 2. List of Committee Members with more than 10 years length of service

## Meetings of the Management Committee

The Management Committee members meet on a monthly basis. Six members of the Management Committee shall constitute the quorum. The members' attendance is summarized in Table Three [3]. There are several members with low attendance rate due to valid reasons including serving their National Service, overseas studies and personal matters

No.	Name	Attendance for FY 2022/2023 Meetings
1	Nassar Mohamad Zain	100%
2	Saifulbahri Mohamed	91.7%
3	Muhammed Saufi Abdul Rashid	50%
4	Muhammad Ashik Mohamed Daud	91.7%
5	Mohamad Danish Mohd Hisham	75%
6	Rahmat Nazri Shokor	100%
7	Nick Iskandar Mohammad Idris	75%
8	Siti Nur Atiqah Abdul Hadi (Till 18.09.22)	16.7%
9	Afza Fahmidah Binte Amir	100%
10	Syed Faisal Syed Ismail	91.7%
11	Mohd Hasni Mohd Hashim (Till 30.06.22)	33.3%
12	Nur Atiqah Sulaiman	91.7%
13	Andi Rizal Sapuan	8.3%
14	Nur Hammadah Sulaiman	41.7%
15	Muhammad Sufi Abdul Samat	91.7%
16	Nadzir Imaan Muhammed Rowter	66.7%
17	Hazli Majuri (wef 18.11.22)	0%
18	Kamal Ashraf Kamil Jumat (wef 18.11.22)	50%
19	Nurul Eriyanie Mohamed Nazri (wef 18.11.22)	25%
20	Nuruljannah Mansor (wef 18.11.22)	0%

**Table 3. Attendance of Committee Members for FY2022/2023 Monthly Meetings**

## Duty of the Management Committee

The Management Committee will be responsible for the running of the Association according to the aims and objectives as stated above. Among the duties are:

- Review and approval of monthly financial statement
- Review and approval of monthly programme reports
- Review and approval of monthly programme proposal
- Regularly monitor the progress of the Association's programmes

## Whistleblowing Policy

4PM is committed to a high standard of compliance with accounting, financial reporting, internal controls, and auditing requirements and does not tolerate any malpractice, impropriety, statutory non-compliance or wrongdoing by Staff in the course of their work. In line with this commitment, the Whistleblowing Policy aims to provide an avenue for employees, volunteers, and external parties to raise concerns and promote responsible and secure whistleblowing without fear of adverse consequences. This Policy is meant to protect genuine whistleblowers from any unfair treatment due to their reports.

## Personal Data Protection Act (PDPA) Policy

4PM respects the privacy of our beneficiaries, donors, sponsors, partners, and volunteers. We are committed to abide by the PDPA policy, when using personal information to engage our donors, sponsors, partners, and volunteers. They may, at any time, choose to be removed from our mailing lists. Beneficiaries and Donors' names and particulars will not be used in any materials without prior permission.

## Management of Conflict of Interest

There are documented procedures for Management Committee members and staff to declare actual or potential conflicts of interest to the Management Committee. Management Committee members should make annual declarations of actual or potential conflicts of interest. The Management Committee members abstain and do not vote or participate in decision-making on matters where there is a conflict of interests.

## Code of Ethics and Conduct

All Management Committee members are committed to achieving the highest level of professionalism and integrity in the discharge of their positions.

All Staff are required to conduct dealings with each other, suppliers, external organizations, and the public at large with total honesty and integrity and to do their utmost to maintain the reputation and corporate image of the organization at all times.

# A C K N O W L E D G E M E N T S

The President and Management Committee of 4PM would like to record our most sincere gratitude and appreciation to all advisors, volunteers and committees. Our programmes and services would not have been possible without the help and efforts.

## ADVISORS

Hj Shafawi Ahmad | Hj Hawazi Daipi | Hj Zainul Abidin Rasheed | Hj Izzuddin Taherally

### AKADEMI BAHAS COMMITTEE

**Afza Fahmidah Amir**  
**Muhammad Ashik Mohamed Daud**  
 Nadzir Imaan Muhammad Rowter  
 Kamal Ashraf Kamil Jumat  
 Nurul Jannah Mansor  
 Alysha Nabila Ahmad Husaini  
 Faizah Halim  
 Istinarah Mohammad Rizal  
 Izza Nazura Ab Manan

Khalid Alsagoff  
 Mohamad Hilman Mohamad Hatta  
 Muhd Hidayat Muhd Akasah  
 Muhammad Shahril Samri  
 Naufal Aiman Jasni  
 Nur Insyirah Zakariah  
 Sharifah Fatimatu Zahra Syed  
 Shukri Rizqi Rozani

### RAMADAN ON WHEELS COMMITTEE

**Saifulbahri Mohamed**  
**Muhammad Danish Mohd Hisham**  
**Nur Hammadah Sulaiman**  
 Akmal Danial Rashiddin Abdul Latif  
 Fadillah Mohd Razali  
 Hairulsham Hasan  
 Hazli Majuri  
 Mallam Mustak  
 Mohamed Bahari Rajab  
 Mohamad Hilman Mohamad Hatta  
 Mohammad Irfan Suhairi  
 Muhammad Ilham Ismail  
 Muhammad Afiq Nahar  
 Muhammad Dinie Afiq Aizam

Muhammad Elfi Abd Latib  
 Nazurah Hamid  
 Nurul Ain Harun  
 Nurul Ain Mohd Shahrin  
 Nurul Eriyanie Mohamed Nazri  
 Nursema Yasmin Akesi  
 Nuruljannah Mansor  
 Roslan Safar  
 Sharlin Nasyiroh  
 Siti Zubaidah Yusoff  
 Tasneem Mohamad Hisam  
 Win Zaw  
 Zaid Ab Rahman

### COMMUNITY ENGAGEMENT COMMITTEE

**Muhammad Ashik Mohamed Daud**  
**Muhammad Sufi Abdul Samat**  
**Atiqah Sulaiman**  
 Aishah Abdul Ghani  
 Amirul Daniez Redzhuan Abdul Latif  
 Muhammad Afiq Nahar  
 Mohammad Firdaus M Faiz  
 Muhammad Syazwan Md Sani  
 Nurul Ain Mohd Shahrin  
 Nur Raudhah Samat

### CHILDCARE COMMITTEE

Nick Iskandar Mohd Idris  
 Saifulbahri Mohamed  
 Rahmat Nazri Shokor

### FUNDRAISING COMMITTEE

Saifulbahri Mohamed  
 Rahmat Nazri Shokor  
 Nick Iskandar Mohd Idris  
 Nadzir Imaan Mohamad Rowter  
 Afza Fahmidah Amir

### bITE/ BESTARI COMMITTEE

**Muhammed Saufi Abdul Rashid**  
**Andi Rizal Sapuan**  
**Mohd Hilman Mohd Hatta**  
 Amirul Daniez Redzhuan Abdul Latif  
 Dafiq Rizkianshah Ramzah  
 Hazli Majuri  
 Khairuddin bin saleh  
 Muhammad Habri Bin Johari  
 Muhammad Naufal Kamsani  
 Nazurah Hamid  
 Nur Insyirah Jaafar  
 Nur' Qathrun Nada Mohd Ali  
 Nursema Yasmin Akesi  
 Nurul Eriyanie Mohamed Nazri  
 Nurul Ain Mohd Shahrin  
 Roslan Safar

### EDITORIAL TEAM

Abu Bakar Sidiq Aslam  
 Hamizah Mohamed Noor  
 Nur Afiqa Abdul Razak  
 Nur Afrina Abdul Rahim  
 Nurul Natasha Azlin  
 Nurkhalisah Zahidah Mohd Faizal  
 Nurhazwani Zulfadli  
 Raihan Nasuha Muhd Yazid  
 Roskalreza Mohd Khalid  
 Serina Pari  
 Zainon Haron

The President and Management Committee of 4PM would like to record our most sincere gratitude and appreciation to all individuals and corporate donors, partners and supporters. Our programmes and services would not have been possible without the help and efforts. All partners, corporate donors and supporters who have in one way or another contributed to the success of 4PM programmes and services, and whose names have been unintentionally omitted.

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 Yellow Ribbon Fund

## RAMADAN ON WHEELS

## AKADEMI BAHAS



Berita Harian, 22 March 2023



Berita Harian, 12 March 2023



Berita Harian, 25 April 2022



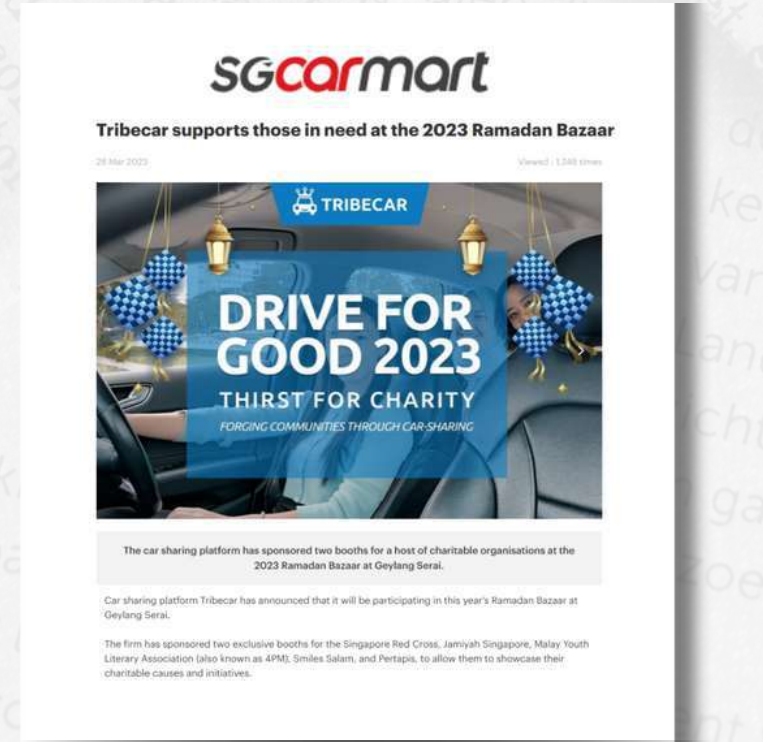
Berita Harian, 12 March 2023



Berita Harian, 30 August 2022



Berita Mediacorp, 11 March 2023



SG Car Mart, 28 March 2023



Berita Mediacorp, 28 August 2022



Berita Mediacorp, 11 March 2023

2022/2023



4PM AGM




Malay Youth Literature Association



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