



4PM

# ANNUAL REPORT 2024/2025 MALAY YOUTH LITERARY ASSOCIATION (4PM)



# TABLE OF CONTENTS

**04** President's Message

**05** Impact Overview

**06** Our People

**09** Youth Development

**19** Family Development

**25** PLAYscapes

**28** Statements and  
Declarations

**29** Governance

**34** 4PM in the news



# ABOUT US

Persatuan Persuratan Pemuda Pemudi Melayu (4PM), also known as the Malay Youth Literary Association, was established in 1948. We are a non-profit organisation with Institution of a Public Character (IPC) status.

4PM operates in accordance with its Constitution, which is registered with the Registry of Societies.



## THE EMBLEM

The Emblem of the Association shall consist of a Torch, a Book and a Pen encircled by Padi Stalk with the following interpretation:-

**TORCH** - Trail Blazer

**BOOK** - Knowledge

**PEN** - Literary Activities

**PADI STALK** - Unity

## MISSION

Maximising human potential for the future of the community

## MOTTO

Unite and Serve

## INSTITUTION OF PUBLIC CHARACTER STATUS (IPC)

26 June 2024 to 30 November 2025

## UNIQUE ENTITY NUMBER (UEN)

S48SS0014A (Registered under Societies Act 1966 and Charities Act 1994, Singapore)

## AUDITOR

Helmi Talib LLP  
133 Cecil Street #15-02  
Singapore 069535

## BANKS

Maybank Singapore Ltd.  
DBS Bank Ltd.  
United Overseas Bank Ltd.

## REGISTERED ADDRESS

Blk 606 Bedok Reservoir Road  
# 01-716  
Singapore 470606

*4PM does not have designated bankers, lawyers, or investment advisers. To date, 4PM has only explored investments in fixed deposits.*

# PRESIDENT'S MESSAGE

Assalamualaikum Wr. Wb.

It has been a remarkable journey for the Malay Youth Literary Association (4PM) in the financial year. Guided by our mission to maximise youth and human potential for the betterment of our community, we have not only met our targets but also surpassed expectations and key performance indicators (KPIs). Our programmes continued to grow in reach and impact, reflecting our mission to serve the community with dedication.

One of our proudest milestones was the elevation of the FRENZ Mentoring as a national priority programme by the National Council of Social Service (NCSS), recognising its vital role in nurturing and empowering youth. Our signature Ramadan-on-Wheels (ROW) also expanded significantly, serving 860 beneficiaries compared to 575 the previous year, with increased disbursements and follow-up monthly social work programmes that extended support beyond the festive season. We also launched X-Perience@4PM, a new initiative to support youth mental well-being through interest-based programmes. In addition, our Bahas programme on Suria TV achieved its highest viewership in four years, reaching 82,400 viewers – a testament to the continued relevance of nurturing critical thought and debate among our youth.

**“Ukur baju di badan sendiri”** - These achievements were made possible because of the strong support from 4PM members and the discipline and prudence we apply in managing our limited resources. Guided by the principle of tailoring according to one's own means, we ensure financial sustainability while maximising and measuring the impact of every dollar spent. This discipline underpins our ability to deliver successful outcomes throughout the year.

**“Kepercayaan itu ibarat kaca, sekali retak sukar bertaut kembali”** - Above all, we remain committed to the Trust placed in us by the community. Trust is like glass, once cracked it is difficult to mend. At 4PM, we uphold integrity, transparency, and accountability in all that we do, so that the confidence of our partners, donors, and community continues to strengthen.

**“Bersatu kita teguh, bercerai kita roboh”** – United We stand, divided we fall. As we look ahead, we will continue to build on our legacy of service. With your continued support, 4PM will remain a pillar for our youth and families, fostering resilience, hope, and opportunity.

Thank you for walking this journey with us.



**Nassar Mohamad Zain**  
President, 4PM

# IMPACT OVERVIEW

**Total Programme  
Activities**

**125**

**No. of Active  
Volunteers**

**860**

**Total Youths Engaged**

**1,670**

**Total Families Supported**

**1,250**

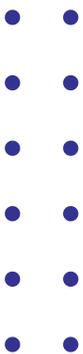
**Social Media  
Content Views**

**811,000**

**TV Viewership**

**82,500**

\*Numbers are rounded up



# OUR MANAGEMENT COMMITTEE.



## From left

Front row: **Syed Faisal Syed Ismail** (Deputy President), **Nick Iskandar Mohammad Idris** (Honorary General Secretary) **Nassar Mohamad Zain** (President) and **Afza Fahmidah Amir** (Honorary Treasurer).

Middle row: **Nurul Eriyanie Mohamed Nazri** (Committee Member), **Rahmat Nazri Shokor** (Assistant Treasurer), **Muhammed Saufi Abdul Rashid** (Vice President), **Abu Bakar Sidiq Aslam** (Vice President), **Mohd Hasni Mohd Hashim** (Vice President) and **Nurul Ain Mohd Shahrin** (Committee Member).

Back row: **Kamal Ashraf Kamil Jumat** (Committee Member), **Muhammad Sufi Abdul Samat** (Committee Member), **Muhamad Shahril Samri** (Committee Member) and **Nuruljannah Mansor** (Committee Member), **Nazurah Hamid** (Co-opted Committee Member), **Shafikah Binte Shaikh Salim** (Co-opted Committee Member)

# OUR STAFF



**From left**  
Front row: **Muammar Saddam** (Asst. Finance Manager), **Serina Pari** (Head of Finance), **Zulazmie Ahmad** (Head of Capability Development), **Didicazli Ismail** (Executive Director), **Husna Hussain** (Head of Programme), **Saddiqi Sa'id** (Volunteer Manager)  
Back row: **Zulkarnaen Mohamed** (Executive Officer), **Nazmi Nasir** (Social Worker), **Za'im Al-Muqsith** (Social Worker), **Roskalreza Khalid** (Social Worker), **Nur Insyirah Nasir** (Social Worker), **Badrul Hisyam Bin Azman** (Executive Officer)



**From left**  
Front row: **Anne Hakim** (Teacher), **Sharifah Nur Afiqah Syed Zulkarnain Al-Attas** (Teacher), **Masturah Abdullah** (Centre Principal), **Nurul Khairiyah Mohamed Ismail** (Teacher), **Safwanah Shariff Marican** (Teacher)  
Back row: **Sumerah Mustam** (Assistant Teacher), **Shazwani Samat** (Assistant Teacher), **Zainab Ahmad Nizam** (Assistant Teacher), **Sarinah Abdul Samad** (Centre Support Staff)

# YOUTH DEVELOPMENT



Frenz Mentoring



Bestari



4PM - ITE  
Award  
Ceremony



4PM



X-perience @ ITE



CHECK-INz Centres  
@ ITE College East & Central

## YOUTH DEVELOPMENT

# FRENZ MENTORING

FRENZ is a mentoring programme guided by the Positive Youth Development (PYD) framework. FRENZ provides students with positive opportunities and experiences that help them to optimise their strengths, develop positive self-identity, increase self-regulation and resilience, gain skills to improve their capabilities, remain in school and complete their course of study.

FRENZ students develop positive mentoring relationships, strengthen their Positive Youth Development Competencies and increase engagement in school.



The targeted programme participants are Year 1 National Institute of Technical Education Certificate (Nitec) students of all ethnicities from ITE College East, College West and College Central.

Students from six classes were referred to the programme for FY 2024/2025. The programme engaged students in various activities, including outreach sessions, interest-based workshops, group mentoring and a 2D1N camp.

Through our programme evaluation, students reported building strong and healthy relationships with their mentors.



# 89%

Students reported positive mentoring relationship with our mentors

# 83%

Students developed positive youth development competencies

# 87%

Students reported increase in school attendance and engagement



Water Confidence Course



Laser Tag with FRENZ



Trust Fall

## “

### CONFIDENCE

I got out of my comfort zone and made me more confident to mix around with my classmates.

- Eaqysha, ITE CC

## “

### CONNECTION

The FRENZ programme helped me to get closer to my classmates and also my teachers as well!

- Arriszal, ITE CE

## “

### CHARACTER

FRENZ programme helps me gain courage, think outside the box and develop my creativity.

- Daniel Rafael, ITE CE

## “

### COMPETENCE

My mentor taught me that competence isn't just about talent, but being discipline and focused. Thus, my results improved!

- Rizqi, ITE CW

## “

### CARING

Caring started when I saw my mentor supporting others. That inspired me to help others whenever I can.

- Nurul, ITE CW

## “

### CONTRIBUTION

We started helping in small ways. Now, We mentor students to discover their strengths and supported them to make a difference!

- 4PM Mentors



Learning Journey to Tower Transit



Mentor Training



Community Service

# PROJECT BESTARI

Project Bestari engaged current students and graduates from the ITE colleges, focusing on developing their potential and nurturing their leadership qualities.

Participants took part in a series of activities, including induction, team building, workshops, and leadership development, organised by the Bestari Club.



Bestari Induction Programme



Bestari Panel Interview @ 4PM



Leadership Workshop

## bITE of Life

Introduced in 2023, bITE of Life provides a platform for Bestari alumni to receive guidance and support as they navigate life after graduating from ITE.

Participants took part in a series of workshops and sharing sessions conducted by ITE graduates.



Engagement Lunch for Bestari Awardees



bITE of Life

# 4PM-ITE AWARD CEREMONY

In 2024, the 4PM-ITE Award Ceremony marked a significant milestone by bringing two of 4PM's key youth development initiatives, the BESTARI awards ceremony and the FRENZ Mentoring programme awards, into a single celebratory event.

This inaugural combined ceremony was held to honour the achievements of ITE students who have demonstrated resilience, commitment, and academic excellence.

Graced by Guest-of-Honour Deputy Prime Minister Mr Heng Swee Keat, the event served to celebrate the success of our youths and to inspire their peers to pursue excellence and contribute meaningfully to the community.



4PM Board Members with GOH and CEO of ITE



Mikaail Bin Nor Nizar  
Outstanding Award (Anugerah Bestari Cemerlang) recipient



Sheila Malinda binte Ali  
Resilience Award (Anugerah Bestari Daya Bingkas)

## Anugerah Bestari Cemerlang (Achievement Award)



Luqmaanul Hakim Bin Shamsir Ali

Hana Rahmah Binte Mohamad Jafri

Afifah Aisyah Binte Azman

Husaini Hamzi Bin Mohammad Haron

## FRENZ Best Progress Award



Nurul Sabihah Binte Zainodin

Muhammad Al Shahrzy  
Bin Mohamad Adnan

Mohammad Rizqi Bin Nasir

Daniel Rafael Bin  
Mohamed Nazril

Haashim Armaan S/O Sirayudin

Nurul Syaqrh Binte  
Indra Khairezan



Mohamad Fardeen Altaf  
Bin Mohamad Faizal

NurFitri Zulaikha Binte Mohamad

Tang Tzeh Erng

Nor Qurratu 'Eqysha  
Binte Mazlan

Indrajeet S/O Rajakumar

Putri Artiqah Binte Zainudin

# X-PERIENCE@4PM

X-Perience@4PM is an interest-based programme designed to support the mental well-being of youths through purposeful and engaging activities. The programme features sessions led by social workers that incorporate sports, arts, and other interest-based elements to foster positive peer interactions and strengthen social connections.



## FRENZ of Football

FRENZ of Football (FOF) is an interest-based initiative for ITE students looking to improve their skills and meet like-minded individuals in a positive environment.



## Games Day Tuesday

Games Day Tuesday is a monthly engagement at 4PM Check-Inz Centres designed to bring students together through a safe and fun environment for ITE students to unwind, make new friends, build stronger connections with their peers and strengthen the sense of community within their schools.

# PENTERJEMAH PINTAR



Penterjemah Pintar (Rakan Bahasa Translation Competition) is a programme for primary school level Rakan Bahasa, jointly organised by the Malay Youth Literary Association (4PM), Majlis Bahasa Melayu Singapura (MBMS) and the Bulan Bahasa Committee, with funding from the National Translation Committee (NTC). The programme aimed to develop students' language usage and translation capabilities. The 2024 edition, held on 10 May 2024 at Wisma Geylang Serai, saw participation from 30 primary schools. Fuhua Primary School won the competition.



# AKADEMI BAHAS TERTIARY 2024 (DEBATE ACADEMY)

Bahas 4PM, a signature programme of national significance, promotes the use of the standard Malay language while nurturing students' oratorical and public-speaking skills and fostering a healthy exchange of ideas in a friendly yet competitive environment.



Bahas 4PM Final at Mediacorp



Bahas 4PM 2024 Champions



With Guest of Honour, Mdm Rahayu Mahzam

A total of 32 participants from 8 different schools took part in Bahas 4PM Post-Secondary Category 2024.

**Raffles Institution emerged as Champions and received the Hawazi Daipi Challenge Trophy.** Ms Saqina Qamilia binte Suwardi from Madrasah Wak Tanjong Al-Islamiah won the Best Debater for the Grand Final round and Best Overall Debater 2024.

The trophies were presented by Guest-of-Honour Ms Rahayu Mahzam, Minister of State, Ministry of Communications and Information & Ministry of Health.

## Broadcast Viewership

Ratings provided by Mediacorp Suria

2024

**82,400 views**

2023

**50,100 views**

2022

**48,400 views**

2020

**31,500 views**

# AKADEMI BAHAS

## BAHAS SELEBRITI

Held on 6 July 2024 at Persada Budaya, Wisma Geylang Serai, Bahas Selebriti featured a dynamic debate amongst celebrities, which included Aric Hidir Amin, Haslinda Ali, Chef Mel Dean, and Riefqan Iman. The discussion, centred on the topic "Kecerdasan Buatan (AI) membantu proses kreatif dan penciptaan seni" (Artificial Intelligence aids the creative process and the creation of art), aimed to inspire youth by exploring the role of AI in art and creativity.



Bahas Selebriti at Wisma Geylang Serai



Pengerusi Masterclass

## PENGERUSI MASTERCLASS

The Pengerusi Masterclass is a new initiative by Akademi Bahas aimed at upskilling volunteers to effectively serve as round chairpersons in debate competitions. The workshop focuses on managing the debate atmosphere and summarising key points. Mr Khairudin Saharom, a National Level Debate Chairperson, led the session, sharing his expertise and experience.

# Youth EDGE

Youth EDGE is an upstream intervention programme for children, youth, and their families and/or caregivers. The programme aims to engage them through developmental activities curated to enhance social support, emotional resilience, and prosocial behaviour.

In 2024, the programme has benefited 52 children and youths, and 21 caregivers, offering consistent, meaningful touchpoints throughout the year.



The sessions were conducted once a month on weekends, including interactive developmental activities, home visits, referrals, and online check-ins. The diverse modes of engagement ensure continued support beyond physical gatherings, fostering deeper connections and continuity of care.

“

I like how the activities allow me to reflect more about me.

- H, Youth Participant (14 years old)

”

Thank you for this opportunity to spend time with my family when doing activities together.

- Mdm N, Caregiver (42 years old)

# FAMILY DEVELOPMENT



Families at 4PM Workshop



Focus Group Engagement



Disbursement

# FAMILY DEVELOPMENT

4PM Family Development Programmes aim to uplift and strengthen families by providing them with the necessary support to enhance their overall well-being.

Through the Family Development engagement programmes, our beneficiaries from low-income families and the elderly from low-income households received holistic support through the Ramadan-on-Wheels event and disbursements, family bonding activities, workshops and focus group engagement led by Social Workers.

## RAMADAN ON WHEELS 2025



## ACTIVITIES WITH BENEFICIARIES



## 4PM HARI RAYA FAMILY GATHERING



# RAMADAN ON WHEELS (ROW)

Ramadan On Wheels (ROW) is a volunteer-driven initiative by 4PM that empowers youth and embodies the spirit of 'gotong-royong' to support underprivileged families and the elderly in our community. More than just a disbursement event, ROW marks the start of 4PM's support under the Family Development (FD) Pillar, serving as Phase 1 of a series of family development and social support programmes.



**2023**

No. of Beneficiaries:  
**300**

Amount Disbursed:  
**\$105,000.00**

Ramadan on Wheels Activities which included home makeovers, digital shopping, workshops for caregivers and the elderly, volunteer bonding engagements and family activities.



**2024**

No. of Beneficiaries:  
**575**

Amount Disbursed:  
**\$201,250.00**

Enhanced Social Support Programme to support more families with school-going children. Family bonding activities, education support programmes, parenting workshop and mental well-being activities.



**2025**

No. of Beneficiaries:  
**860**

Amount Disbursed:  
**\$275,000.00**

Deepened Impact to support more families and the elderly to meet their evolving needs through social work focus group engagements, learning journeys, parenting workshops and family bonding activities.

# WORKSHOPS & ACTIVITIES



Seniors Befriending



Seniors Engagement



Zumba Wellness

# LEARNING JOURNEYS & FAMILY BONDING



Chinatown Cultural Walk



Wellness Day @ GRAB



Cooking Together with Family

# SOCIAL WORK FOCUS GROUP ENGAGEMENTS



Families benefited from meaningful engagements, social support programmes, and activities designed to understand their challenges and provide holistic assistance.

# FEATURES

## NCSS SOCIAL SERVICE CONNECT 4PM PRESIDENT INVITED AS PANELLIST



Mr Nassar Mohamad Zain, President of 4PM, was invited as a panellist for the National Council of Social Service (NCSS) Social Service Connect 2024 held at Marina Bay Sands Convention Centre.

He shared insights on how board leadership diversity and planned succession strengthen decision-making, stewardship, and long-term sustainability in social service organisations. He emphasised the value of mentoring pipelines for emerging leaders, and clear role delineation to enable effective oversight.

Mr Nassar's participation in the panel reflects sector recognition of 4PM's governance journey and provided a platform to exchange practical approaches.

# FEATURES

## 4PM AWARDED THE PEOPLE'S ASSOCIATION COMMUNITY SPIRIT AWARDS 2024 (MERIT)



4PM received the People's Association Community Spirit (PACS) Award 2024 (Merit), recognising our sustained efforts to strengthen social cohesion and nurture the Singaporean “kampung spirit” through programmes that bring together families, youths, and volunteers.

The PACS Award honours local organisations that make meaningful contributions to community initiatives and volunteerism. For 4PM, this award reflects our collaborative approach with the People's Association and grassroots partners to co-create inclusive activities and mobilise volunteers.

Moving forward, 4PM will deepen our partnership with PA by expanding volunteer opportunities, enhancing outreach efforts, and co-developing initiatives to further strengthen family and youth development.

# PLAYSCAPES@4PM

## About PLAYscapes childcare centre

At PLAYscapes@4PM, we believe every child deserves an equal start in life. As a non-profit childcare centre, we serve children from diverse backgrounds, providing them with high-quality, meaningful early childhood education grounded in compassion and community.

### Our Mission

To provide a safe and nurturing environment that maximises 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 Curriculum

We adopt a thematic and integrated curriculum approach tailored to the needs and interests of each child. Rooted in Vygotsky's theory of the Zone of Proximal Development, our curriculum scaffolds learning experiences that stretch children's capabilities while supporting their growth. Through play and creative exploration, children build confidence, curiosity, and the desire to seek knowledge.

<b>Programme Offered in PLAYscapes &amp; Enrolment as of December 2024</b>		
<b>Playgroup</b>	18 months - 2 years old	9
<b>Pre-Nursery</b>	2.5 years old - 3 years old	8
<b>Nursery</b>	3 years old - 4 years old	11
<b>Kindergarten 1</b>	4 years old - 5 years old	11
<b>Kindergarten 2</b>	5 years old - 6 years old	8
<b>Total Enrolment</b>		47

# PLAYSCAPES@4PM

**Where Learning Comes to Life**

At PLAYscapes@4PM, every moment is a chance to wonder, discover, and grow. Over the past year, our children were engaged in a wide array of hands-on learning experiences that connected them with their environment and deepened their understanding of the world around them.

Each experience provided opportunities for language development, fine and gross motor skills, problem-solving, and social-emotional growth—all while keeping learning joyful and relevant.



**Preparation for Primary One:  
Visit to Telok Kurau Primary School**



**In Class Experience:  
Exploring Numerical Concepts**



**In Class Experience:  
From Nature to Art**



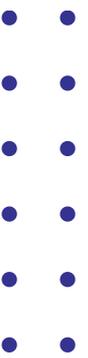
**Learning Journey to  
Singapore Zoo**

# PLAYSCAPES@4PM

## A Fresh Start: Our Newly Renovated Centre

After several weeks of renovation that took place between December 2024 to March 2025, PLAYscapes@4PM reopened its doors to a newly transformed space that has been purposefully redesigned to better support children's play, learning, and well-being.

The renovations have brought to life a refreshed environment that is not only safer and more functional, but also warm, inviting, and inspiring for both children and educators.



**Playgroup Classroom**



**Pre-Nursery Children and Staff**



**Kindergarten 2 Children and Staff**



**Nursery Classroom**

# STATEMENTS AND DECLARATIONS

## Management Committee Terms of Reference

The Terms of Reference for 4PM's Management Committee outline their roles, responsibilities, and expectations, complementing 4PM's Constitution. It serves as best practice guidelines ensuring governance consistency, focusing on strategic planning, policy formulation, financial oversight, and implementation of organisational objectives. The committee directs resource allocation, ensures legal compliance, and fosters transparent stakeholder communication while monitoring performance, assessing risks, and maintaining operational integrity. Collectively, they oversee the organisation to meet its objectives and comply with relevant governing instruments, laws, and regulations.

## Disclosure

- 4PM does not provide loans, donations, grants or financial assistance, which are not part of its core charitable programmes.
- Management Committee members do not receive any remuneration for their services rendered to 4PM.
- There are no paid staff who are close relatives of the Executive Director or Board members within the organisation who received remuneration exceeding \$50,000 during the financial year.
- There is one paid staff who received remuneration exceeding \$100,000 in the financial year.

# GOVERNANCE

## **Aims and Objectives**

To provide charity, relief, and social assistance, as well as promote educational and engaging programmes and services to the general community especially youths, volunteers and members through:

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

## **Management Committee Composition**

4PM is governed by a Management Committee. The Committee members are elected in accordance with the Constitution.

The Committee consists of:

- The President
- Deputy President
- Three Vice-Presidents
- The Honorary General Secretary
- The Assistant Honorary General Secretary
- The Honorary Treasurer
- The Assistant Honorary Treasurer
- Five Committee Members
- Up to Seven Co-opted Committee Members

# GOVERNANCE

## Board members who have served more than ten consecutive years and the succession plan

The term for the last Management Committee appointed ended on 16 September 2023. The current Management Committee was appointed on 16 September 2023 for a 2-year term, which ends in 2025.

The following Committee members have served for more than 10 consecutive years based on the year they were first elected into the Management Committee. They are key members holding significant positions. Their expertise and leadership are essential for the successful administration and operations of the organisation.

No.	Name	1st Year Elected	Length of Service	Committee Position
1	Mohd Hasni Mohd Hashim	2007	18	Vice-President (2023-Present) Management Committee Member (2021-2022) Honorary General Secretary (2017-2021) Asst. Honorary General Secretary (2013 -2016) Management Committee Member (2007-2013)
2	Syed Faisal Syed Ismail	2009	16	Deputy President (2023 - Present) Co-opted Member (2021 - 2023) Vice-President (2013 - 2021) Asst. Hon. Gen. Sec (2009-2013)
3	Nassar Mohamad Zain	2013	12	President (2021 - Present) Vice President (2017-2021) Management Committee Member (2013-2016)
4	Nick Iskandar Mohd Idris	2013	12	Honorary Secretary General (2023 - Present) Asst. Honorary Secretary General (2021 - 2023) Asst. Honorary Treasurer (2017-2021) Honorary Treasurer (2016 -2017) Management Committee Member (2013-2016)

Mr Nassar Mohamad Zain was elected the President of 4PM in 2021. He is currently only in his second term as President of 4PM despite being a Board member for more than 10 years. His leadership and capabilities are key to the growth of 4PM in the current era. Through his leadership, the organisation has achieved significant milestones as well as enhancements to programmes, services and operations.

The Deputy President, Mr Syed Faisal Syed Ismail, Honorary General Secretary, Mr Nick Iskandar and Vice-President, Mr Hasni Mohd Hashim, are the other key leaders in the organisation who have been helming the key positions stated for the first term since 2023, despite being in the board for more than 10 years. Their leadership and expertise have significantly contributed to strengthening the organisation, delivering impactful programmes and services, and expanding 4PM's social service reach.

The achievements of this leadership team are reflected in the enhanced organisational capabilities, the expansion of programmes to meet evolving community needs and the increased number of beneficiaries. The increase in grant quantum and the significant growth in donation transactions also signal the strong trust and confidence that the community has in 4PM's current leadership.

In line with succession planning, the current Board also includes young and capable talents who are being mentored and guided by the key office holders. This deliberate grooming process ensures a pipeline of future leaders who can take on higher responsibilities. With the combination of the strong current leadership and active grooming of young board members, 4PM has established a clear pathway for succession planning and leadership renewal. This approach ensures that as the organisation is working towards achieving its current strategic growth objectives under the current leadership, it will also be well-positioned for the next phase of leadership transition.

# 4PM MANAGEMENT COMMITTEE

## [1 APRIL 2024 TO MARCH 2025]

The Committee meets on a monthly basis.  
Six members of the Committee shall constitute the quorum.  
There are 12 meetings from April 2024 to March 2025.

The Committee's information and attendance are as follows:

No.	Committee Member	Current Appointment	Past Appointment	Occupation	Attendance
1	Nassar Mohamad Zain	President since September 2021	Vice President, 2017-2021 Committee Member 2010-2016	Project Manager, Far East Management Pte Ltd	11/12
2	Syed Faisal Syed Ismail	Deputy President since September 2023	Co-opted Member 2021 - 2023 Vice-President 2013 - 2021 Asst. Hon. Gen. Sec 2009-2013 Co-opted Member 2007 - 2009	General Education Officer, Ministry of Education (MOE)	12/12
3	Nick Iskandar Mohammad Idris	Honorary Secretary since September 2023	Asst. Hon. Gen. Sec. 2021 - 2023 Asst. Hon. Treasurer 2017-2021 Hon. Treasurer 2016 -2017 Committee Member 2010-2016	Principal Architect, Super Assembly	11/12
4	Afza Fahmidah Amir	Honorary Treasurer since September 2022	Assistant Honorary Treasurer (until 18.09.22) Committee Member, 2019-2022	General Education Officer, Ministry of Education (MOE)	12/12
5	Muhammed Saufi Abdul Rashid	Vice President since 2021	Committee Member, 2018-2021	Technician, Medtronic Singapore Operations	10/12
6	Mohd Hasni Mohd Hashim	Vice President from September 2023	Committee Member 2021-2022 Hon. General Sec 2017-2021 Asst. Hon. General Sec 2013 -2017 Committee Member 2007-2013	Property Agent, PropNex Limited	7/12
7	Abu Bakar Sidiq Aslam	Vice President from September 2023	Honorary Treasurer, 2018-2020	Manager, Singapore Land Transport Authority	3/12
8	Rahmat Nazri Shokor	Assistant Honorary Treasurer from September 2023	Hon. Secretary, 2021/2023 Committee Member 2016-2018	Operations Manager, Anglo Chinese Junior College	4/12
9	Kamal Ashraf Kamil Jumat	Committee Member since November 2022		Undergraduate NUS Faculty of Law	11/12
10	Muhammad Sufi Abd Samat	Committee Member since 2021		Senior Engineer, Land Transport Authority	4/12
11	Nurul Eriyanie Mohamed Nazri	Committee Member since 2021		Lecturer, Institute of Technical Education	8/12
12	Nuruljannah Mansor	Committee Member since November 2022		Senior Assistant Executive, Public Service Division, Prime Minister's Office	6/12
13	Nurul Ain Mohd Shahrin	Committee Member since September 2023		High Performance Executive, Fencing SG	12/12
14	Muhamad Shahril Samri	Committee Member since September 2023		Pre-school Teacher, PCF Sparkletots	9/12
15	*Shafikah Shaikh Salim	Co-opted Committee Member since December 2024		Management Consultant, PwC Singapore	3/4
16	*Nazurah Binte Hamid	Co-opted Committee Member since December 2024		Undergraduate, Singapore Institute of Technology	4/4

\*Co-opted from December 2024 - 4 Management Committee meetings from December 2024 to March 2025

## Duty of the Management Committee

The Management Committee is responsible for the running of the Association according to the aims and objectives as stated in the constitution.

Among the duties are:

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

## Code of Conduct

The Management Committee has approved documented Code of Conduct for Management Committee members, staff and volunteers.

## Conflict of Interest

There are documented procedures for Management Committee members and employees to declare actual or potential conflict of interest to the Management Committee. Management Committee members are required to make declarations of actual or potential conflict of interest to 4PM. Management Committee members abstain and do not vote or participate in decision-making on matters where they have a conflict of interest.

## Personal Data Protection Act (PDPA)

4PM undertakes compliance regulations of PDPA firmly and strives to ensure that we fully abide by the PDPA guidelines. We ensure that our beneficiaries' personal data and our donors' data in our possession are well protected. As an organisation, 4PM documents its policies and practices in the 4PM SOPs.

## 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.

## **Fund-Raising Practices**

4PM has established guidelines on fundraising. These guidelines are based on the best practices set out by the National Council of Social Service and the Charity Council. All donations received (solicited or unsolicited) are properly accounted for and promptly deposited. 4PM does not disclose the identity of donors or share information on donors without prior permission from the donors. 4PM does not engage any third-party fund-raisers.

4PM expenditure to income on fundraising is following the 30%/70% cost vs income ratio as stipulated by the Charities Regulations (IPC).

## **Financial Management and Internal Controls**

The Management Committee review and approves the annual budget prepared by management staff. All extra-budgetary expenditure beyond the delegated management authority is reviewed and approved by the Finance Committee and the Management Committee, and the operating and capital expenditure budget is regularly monitored.

There are written procedures put in place for financial matters in key areas, which include procurement and controls, receipting, payment procedures, controls and systems for the delegation of authority and limits of approval.

## **Reserves Policy**

The reserve of the Association provides financial stability and the means for the development of the Association's activities. The Association intends to build the reserves to a level which is equivalent to 3 is to 1 of its Annual Operating Expenditure. The Association reviews the level of reserves regularly for the Association's continuing obligation. The Reserve Position and Policy is detailed in the Audited Financial Statement.

# 4PM IN THE NEWS

## Ramadan Charity Campaign

**BERITA** Terkini GE2025 Singapura Dunia Komentar Nadi Kampus Jelajah Gaya Hidup Hiburan Sukan Tonton

Persatuan Persuratan Pemuda Pemudi Melayu (4PM) melancarkan Kempen Amal Ramadan mereka pada Sabtu (22 Feb) dengan sasaran yang lebih tinggi untuk tahun ini.

Anggaran Waktu Membaca: 3 min



**NURFAZIRAH AZMAN**  
Diterbitkan: 22 Feb 2025 06:48PM  
Dikemas Kini: 23 Mar 2025 12:36PM

Aa [Icons]

SINGAPURA: Persatuan Persuratan Pemuda Pemudi Melayu (4PM) melancarkan Kempen Amal Ramadan mereka pada Sabtu (22 Feb) dengan sasaran yang lebih tinggi untuk tahun ini.

### Berita Mediacorp, 22 February 2025



Boon Siew Singapore Champions Youth Literacy With Heartfelt Raya Donation To Malay Youth Literary Association

Posted On: 28-03-2025



#### Supporting Youth Literacy and Cultural Growth

Singapore, 27 March, 2025 – The spirit of giving and community support shone brightly this festive season as **Boon Siew Singapore**, the official distributor of **Honda motorcycles** in Singapore, made a meaningful contribution to the **Malay Youth Literary Association (4PM)**. The company donated the full proceeds of **\$6,800** from the auction of a **Honda CT125** at the **Wicked Wallop 2025** event to support youth literacy and cultural programs organized by 4PM.

SGBikeMart News, 28 March 2025

### SINGAPURA BeritaHarian

Malaysia Dunia Ekonomi Gaya Hidup Wacana Sukan Bahasa & Budaya Multimedia Gen G More

Masyarakat

#### Syarikat motosikal sumbang \$6,800 kepada 4PM

4pm | Selang | MOTOSIKAL | sumbangan

Mar 28, 2025 | 7:08 PM

BATRISYIA BAHARUM



Ketua Pegawai Eksekutif (CEO) Boon Siew Singapore, Encik Nicholas Wong (dua dari kanan) bersama (dari kiri) Ketua Pembangunan Kumpulan, Persatuan Persuratan Pemuda Pemudi Melayu (4PM), Encik Muhammad Zulzaimie Ahmad Salleh; Pengarah Eksekutif 4PM, Encik Didzazi Ismail, dan Timbalan Pengurus Besar, Boon Siew Singapore, Encik Tim Mar. - Foto BOON SIEW SINGAPORE

Berita Harian, 28 March 2025

# 4PM IN THE NEWS

## Ramadan on Wheels

MA BERITA Terkini GE2025 Singapura Dunia Komentar Nadi Kampus Jelajah Gaya Hidup Hiburan Sukan Tonton

SINGAPURA

### Jumlah agihan Roda-Roda Ramadan 4PM catat nilai tertinggi dalam 25 tahun

Persatuan Persuratan Pemuda Pemudi (4PM) mencatat sejarah dengan agihan tertingginya sebanyak S\$275,000 tahun ini.

Anggaran Waktu Membaca: 3 min



SYAWAL YUSOFF

Diterbitkan: 15 Mar 2025 07:26PM  
Diemas Kini: 15 Mar 2025 10:05PM

Aa [social media icons]

Berita Mediacorp, 15 March 2025



Search

**INDAHNYA RAMADAN**  
ROW 4PM agih S\$275,000 kepada 860 keluarga; tertinggi dalam 25 tahun untuk persiapan Lebaran mereka.

Liputan Wartawan | Indahny Ramadan – Roda-Roda Ramadan 4PM



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Berita Mediacorp, 15 March 2025

# 4PM IN THE NEWS

## Penterjemah Pintar

SINGAPURA

### Sekolah Rendah Fuhua juara Penterjemah Pintar 2024

Anggaran Waktu Membaca: 2 min



**NUR ARINA AHMAD ANIS**

Diterbitkan: 10 May 2024 10:02PM  
Dikemas Kini: 10 May 2024 10:34PM



Sekolah Rendah Fuhua dinobatkan sebagai juara.

Berita Mediacorp, 10 May 2024

SINGAPURA

### Sekolah Rendah Fuhua juara Penterjemah Pintar 2024

#### 5 PASUKAN KE PUSINGAN AKHIR

Lima pasukan terbaik yang mara ke pusingan akhir pula perlu menterjemah dialog berdasarkan video yang dipaparkan.



Tahun ini, pasukan dari Sekolah Rendah Fuhua muncul sebagai juara bagi Penterjemah Pintar 2024.

Berita Mediacorp, 10 May 2024

# 4PM IN THE NEWS

## 4PM Bestari Award

SINGAPURA

### 45 pelajar cemerlang ITE terima Anugerah Bestari 4PM, biasiswa baharu bernilai \$5,000 diumumkan

Anggaran Waktu Membaca: 3 min



NUR ARINA AHMAD ANIS

Diterbitkan : 30 Nov 2024 05:58PM  
Dikemas Kini : 24 Dec 2024 11:02PM



Berita Mediacorp, 30 November 2024



Berita Mediacorp, 30 November 2024

# 4PM IN THE NEWS

## 4PM Bestari Award

SINGAPORE  
**Berita Harian**  
Subuh 5:46 Syarikat 7:06 Zuh 1:1

Singapura

Premium

### Anugerah sedarkan pelajar akan kebolehan, potensi diri

Lulusan ITE Kolej Central terdorong untuk maju, lebih yakin dapat sokong keluarga

ITE 4pm

Jan 2, 2025 | 5:30 AM

Luqmanul Hakim Shamsir Ali kini mengikuti pengajian Pengurusan Pelancongan dengan Teknologi di Politeknik Republic. Lulusan ITE dalam kursus Nitec Perkhidmatan Perniagaan ini menerima Anugerah Bestari Cemerlang semasa majlis anugerah 4PM-ITE pada 29 Disember. Foto BH oleh MOHD KHALID BABA

Dengan menerima Anugerah Bestari daripada Persatuan Persuratan Pemuda Pemudi Melayu (4PM), lulusan pelajar Institut Pendidikan Teknikal (ITE) Kolej Central, Encik Luqmanul Hakim Shamsir Ali, lebih sedar akan potensi dirinya dalam akademik.

Berita Harian, 2 January 2025

DPM Heng Swee Keat at the Inaugural ITE-4PM Awards Ceremony

Speech by Deputy Prime Minister Heng Swee Keat at the Inaugural ITE-4PM Awards Ceremony on 29 November 2024.

Prime Minister's Office Singapore, 29 November 2024

# 4PM IN THE NEWS

## 4PM Debate Competition

**Raffles Institution (RI) juara Bahas 4PM 2024 peringkat posmenengah**

Anggaran Waktu Membaca: 3 min



**SINGAPURA:** Pasukan Raffles Institution (RI) berjaya merebut kembali takhta juara Bahas 4PM peringkat posmenengah, yang pernah dijulanginya tiga tahun lalu.

**NURFAZIRAH AZMAN**  
Diterbitkan: 01 Sep 2024 10:17PM  
Dikemas Kini: 03 Sep 2024 03:02PM

Berita Mediacorp,  
01 September 2024

**RI, Madrasah Wak Tanjong bakal berentap rebut gelaran juara Bahas 4PM 2024**

Anggaran Waktu Membaca: 2 min



**SYALWANI SANEP**  
Diterbitkan: 03 Aug 2024 11:15PM  
Dikemas Kini: 04 Aug 2024 12:16AM

Gambar: Bahas 4PM

**SINGAPURA:** Baharu pertandingan Bahas 4PM 2024 jelas semakin teras.

Berita Mediacorp,  
03 August 2024

**Finalis Bahas 4PM bijak atur masa buat persiapan di tengah-tengah peperiksaan 'prelim'**

Anggaran Waktu Membaca: 3 min



**NURFAZIRAH AZMAN**  
Diterbitkan: 17 Aug 2024 04:05PM  
Dikemas Kini: 17 Aug 2024 10:02PM

(Gambar: Facebook/Malay Youth Literary Association 4PM)

**CINIZADI IDA:** Para peserta dari Raffles Institution (RI) dan Madrasah Wak Tanjong Al-

Berita Mediacorp,  
17 August 2024

**Pelajar & selebriti tikam lidah tentang AI dalam proses seni kreatif dalam Bahas Selebriti 4PM**

Anggaran Waktu Membaca: 3 min



**NURFAZIRAH AZMAN**  
Diterbitkan: 07 Jul 2024 09:58PM  
Dikemas Kini: 30 Jul 2024 07:19PM

**SINGAPURA:** Peluang untuk 'bertikam lidah' dengan para selebriti dan pengaruh

Berita Mediacorp,  
07 July 2024

# 4PM IN THE NEWS



Berita Harian, 20 March 2025



Berita Harian, 25 September 2024



4PM

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