



PERTAPIS | For The Community

Bridging Hearts, Building Futures



ANNUAL REPORT 2024/25



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THE NEW TOWN ZOO

ABOUT US

PERTAPIS Education and Welfare Centre, "PEWC" (Unique Entity Number: S71SS0014H) is a society registered under the Societies Act and its registered address is 1 Joo Chiat Road, #04-1001, Joo Chiat Complex, Singapore 420001. PEWC has been conferred the status of an Institution of Public Character (IPC) (IPC No: IPC000455) and can issue tax-exempt receipt for donations. PEWC is governed by PEWC's Constitution, the Societies Act and the Charities Act and relevant regulations and guidelines, and the Code of Governance.

Our Banks:
Oversea-Chinese Banking Corporation (OCBC) Limited,
Commerce International Merchant Bankers (CIMB) Bank,
Maybank Singapore Limited
Please refer to Page 41 of Annual Report for Name of Auditors

VISION

To be the model social service provider for the community.

MISSION

To provide quality education and social services by empowering individuals and the community.

CORE VALUES



Community



Integrity



Empathy



Innovation

PERTAPIS Volunteers and staff helping out in food essentials distributions for one of our 500 supported families



“

At PERTAPIS,
we do more
than serve
— we spark
change, bridge
hearts, and
build futures
where every
life has the
chance to
flourish.

Mohamed Shaharin Mohamed Nordin
President, PERTAPIS

”

PRESIDENT & CEO WELCOME MESSAGE

It has been a year defined by renewal, collaboration and resilience. Emerging from a period of rebuilding, we have charted new paths and strategies that not only reinforce our organisational foundations but also elevate our processes that impact the community. Through unwavering commitment and a shared sense of purpose, we have continued to strengthen the trust placed in us for over five decades.

Enhancing Organisational Structure and Processes

At the heart of this year's transformation lies our focus on strengthening internal alignment, structures and processes that builds the capacity and capability of the organisation.

The improvement in the structure and processes of dedicated subcommittees has enhanced collaboration between the Executive Committee and management, resulting in improved work processes and more responsive governance. Complementing this, we introduced a more inclusive approach to strategic planning, where there was active engagement between the Board and management in reviewing plans, objectives and initiatives. This renewed process has fostered a culture of accountability, forward-thinking, and excellence across all levels of the organisation.

To further strengthen operations, we undertook a restructuring exercise, bringing our total number of departments to 16, with 3 new departments formed. In tandem with this, new Heads of Department were appointed and these leadership appointments reflect not only the growing scope of our services but also our deep investment in nurturing talent from within. Our staff strength has also increased, underscoring our commitment to scaling our services to meet growing community needs and operational needs.

We held our first organisation-wide Townhall session and during this session, we introduced the PERTAPIS Compass, a guide anchored on values such as Confidence, Ownership, Notice, Support, Control, Integrity, Engagement, Navigate, and Track. This Compass serves as a collective direction for all staff, guiding how we work together in service of our mission.

Strategic Partnerships and Community Collaborations

In a complex community landscape, we continue to believe in the power of partnerships and harnessing diverse skills and strengths within our community.

We embarked on a year of meaningful collaboration with various like-minded organisations—spanning community partners, private companies, Malay-Muslim Organisations, government agencies and other Non-Profit organisations. These partnerships were forged on shared values and a collective desire to create more inclusive and lasting impact for our community.

Some of the key collaborations this year was the signing of a Memorandum of Understanding with TAA Trust Fund for SEPADU, a joint case management initiative aimed at strengthening coordinated support for beneficiaries.

We also worked with schools, madrasahs, and community partners on Food on Wheels, delivering essential food directly to families. Our inaugural Hoop for Hopes, a netball competition while fundraising, showed how sports can unite people in a spirit of giving.

Other collaborations included an Umrah and Health Talk with Diabetes SG, promoting health during pilgrimage; No Space for Waste, which encouraged recycling and eco-friendly habits; and our largest-ever DADs

(Dribble Against Drugs) A futsal competition by PERTAPIS promoting a drug-free lifestyle. Youths came together in the spirit of sport and positive living.

Together, these initiatives demonstrate how collaboration empowers communities and strengthens PERTAPIS' role as a bridge for care and engagement.

Commitment to Workforce Development and Staff Engagement

We remain steadfast in recognising the value of our workforce. Building on last year's progress, we further refined our appraisal system to ensure greater consistency and fairness in evaluating staff contributions. Training sessions for appraisers were conducted to professionalise this process and strengthen two-way communication between staff and supervisors.

Our people-centred approach was also reflected through our inaugural organisation-wide Townhall session, which provided a platform for open dialogue and knowledge-sharing and a key segment was a personal sharing from our President on challenges and resilience. In the spirit of appreciation, we hosted meaningful events to recognise the hard work, unity and resilience that continue to define the PERTAPIS family.

Advancing Digital Transformation and Financial Stewardship

Our digital transformation journey gained momentum this year. We successfully completed the Organisational Health Framework for Social Services questionnaire and assessment and have embarked on the Organisational Health Diagnostic Scheme. As part of the scheme, we have worked with NCSS appointed consultant on an in-depth analysis on our organisational health. We will be working closely with NCSS on the 3-year strategy document to strengthen the organisation further.

We also continued to refine our financial processes and engaged a professional zakat advisor to ensure our fundraising and

disbursement practices remain in compliance with Islamic shariah principles. These efforts reflect our commitment to uphold transparency, trust, and financial sustainability.

Reviving Tradition and Expanding Visibility

A highlight this year was the revival of our live Korban after 13 years, bringing the community together in an experience rooted in faith, compassion, and shared responsibility. Beyond fulfilling a religious obligation, it strengthened intergenerational ties and reminded us how traditions can continue to inspire when renewed with purpose.

Our brand awareness efforts this year have been strategic and far-reaching. We engaged diverse collaborators to reach different target audiences and saw a significant increase in media engagement. These efforts not only raised visibility but deepened public understanding of our mission and impact.

Closing

As we reflect on our achievements this financial year, we are filled with gratitude and optimism. We extend our heartfelt thanks to our donors, partners, volunteers, board members, members of PERTAPIS and staff, each of whom has played an integral role in propelling us forward.

Your unwavering support reminds us that the work we do is never done alone.

As we embark on this next chapter, we do so with confidence that, together, we will continue to build a stronger, more inclusive future for all.



Mohamed Shaharin
Mohamed Nordin
President, PERTAPIS

Mr Firdaus D'Cruz
CEO, PERTAPIS

LEADERSHIP

BOARD OF DIRECTORS 2023 - 2025

1

**MOHAMED SHAHARIN
BIN MOHAMED NORDIN**

President

Date of Appointment: 23/09/2023

Designation: Retired Director
- UBS

*Previous Appointment:
Secretary General (FY 2021 - 2023)
Date of Appointment: 30/10/2021*

2

**MUHAMMAD DANIAL
BIN FADZLON**

Vice President

Date of Appointment: 23/09/2023

Designation: Operations Director
- Strasse Link Pte Ltd

3

**DR (H.C) FAZIL BIN
ABDUL HAMID**

Secretary General

Date of Appointment: 23/09/2023

Designation: Director
- Business Owner

4

**FATHUDDIN BIN
ABDUL HAMID**

Finance Secretary

Date of Appointment: 23/09/2023

Designation: Chief Executive
Officer - Business Owner

5

**RAJA FUAD BIN
RAJA ROM**

Assistant Finance Secretary

Date of Appointment: 23/09/2023

Designation: Banker

6

**USTAZAH NUR HANI
BINTI NASIR**

Executive Committee Member

Date of Appointment: 23/09/2023

Designation: Assistant Manager
- TAFEP



Members of the Executive Committee were elected at the Annual General Meeting on 23 September 2023 and shall serve a term of 2 years from 2023 to 2025

7

**DR SURAYA BINTI
ZAINUL ABIDIN**

Executive Committee Member
Date of Appointment: 23/09/2023

Designation: Surgeon
- Singapore Health Services

8

**MOHAMAD RADHI
BIN IBRAHIM**

Executive Committee Member
Date of Appointment: 23/09/2023

Designation: Manager
- Sodexo Singapore Pte Ltd

9

**MOHAMMAD ISKANDAR
NAIM BIN SALIM**

Executive Committee Member
Date of Appointment: 23/09/2023

Designation: Senior Marketing
Director - ERA Realty Network
Pte Ltd

10

ABU BAKAR BIN FARID

Executive Committee Member
Date of Appointment: 23/09/2023

Designation: Educational Trainer

11

**MURSHIDA MOHAMED
KADIR**

Executive Committee Member
(Co-opt)
Date of Appointment: 26/10/2024

Designation: Programme
Manager - Singapore
International Foundation

12

**DANIAL KHAN BIN
ABDUL RAHIM KHAN**

Executive Committee Member
(Co-opt)
Date of Appointment: 31/08/2024

Designation: Engineer
- Skyworks Global



LEADERSHIP

SUB COMMITTEES

Each of the Sub Committees are appointed from 2023 - 2025 and are supported by the Management and staff of PEWC.

Human Resource

The Human Resource Committee monitors, reviews and recommends matters such as compensation, benefits and recruitment structure and terms for the employees of the organisation. It also reviews their training needs to develop and retain competent staff to achieve its objectives.

CHAIRPERSON	CO-CHAIRPERSON
Muhammad Danial Bin Fadzlon	Dr Suraya Binti Zainul Abidin

Finance & Investment

The Finance & Investment Committee ensures that all organisational activities adhere to financial and budgetary guidelines, including those related to resource management. It is to help develop procedures for budget preparations and consistency between the budget and the organisation's plans.

CHAIRPERSON	CO-CHAIRPERSON
Fathuddin Bin Abdul Hamid	Raja Fuad Bin Raja Rom

Fundraising & Programme

The Fundraising & Programme Committee ensures ethical practices are in place in the sourcing of funds, campaign, strategy, coordination and implementation of all fundraising in support of the projects and activities. It also provides support to the strategic objectives of Homes and Centres and ensures better programme outcomes and reviews the relevancy of programmes.

CHAIRPERSON	CO-CHAIRPERSON
Mohamad Radhi Bin Ibrahim	Ustazah Nur Hani Binti Nasir

SUB COMMITTEES

Each of the Sub Committees are appointed from 2023 - 2025 and are supported by the Management and staff of PEWC.

Audit

The Audit Committee oversees the financial reporting and disclosure processes, conducts periodic internal checks to report any financial irregularities, concerns and opportunities.

CHAIRPERSON	CO-CHAIRPERSON
Mohamed Shaharin Bin Mohamed Nordin	Dr (H.C) Fazil Abdul Hamid

Appointment / Nomination

The Appointment / Nomination Committee reviews ExCo nomination forms, assesses candidate suitability, and establishes the selection criteria for Board elections. The Committee also recommends Additional Directors to the Board for appointment, as and when necessary.

CHAIRPERSON	CO-CHAIRPERSON
Abu Bakar Farid	Mohammad Iskandar Naim Salim

Previous Appointments & Committee Membership

Previous Sub Committee	Name	Previous Role	Date of Appointment
Audit	Mohamed Shaharin Bin Mohamed Nordin	Chairperson	31 October 2021
Finance & Investment	Mohamed Shaharin Bin Mohamed Nordin	Member	31 October 2021

“

True leadership is measured not by the power we hold, but by the hope we inspire and the lives we help rebuild.

Firdaus D'Cruz
CEO, PERTAPIS

”

LEADERSHIP

MANAGEMENT TEAM

FY2025: 1 April 2024 - 31 March 2025



**D'CRUZ FIRDAUS
LIONEL WILFRED**

Chief Executive Officer

Date of Appointment:
11/09/2023



**ABDUL JALEEL BIN
ABDUL KADER**

Manager, Human
Resource & Admin



**AMRAN BIN
SHARIFF**

Assistant Manager, Legal
& Compliance

Date of Appointment:
01/04/2024



**ARIFF BIN AB
BAKAR**

Assistant Manager,
Marketing,
Communication &
Fundraising

Date of Appointment:
01/04/2024



**MD NOH MOHD
ADAM**

Manager, Community
Development & Volunteer



**NASEEB
MANAYATH**

Manager, IT



**SHAZREEN BANU
BINTE YUSOFF**

Manager, Finance

Date of Appointment:
04/06/2024



**SYED FAZAL SAKAF
S/O SYED HUSAIN
SAKAF**

Manager, Integrated
Facilities & Vehicle
Management

LEADERSHIP

MANAGEMENT TEAM

FY2025: 1 April 2024 - 31 March 2025



**MUHAMMAD IRFAN
KHALIS BIN ROSDI**

Interim Head of Home,
PERTAPIS Children's
Home

Date of Appointment:
08/11/2024



YASMINA BANU

Interim Head of Home,
PERTAPIS Centre for
Women and Girls



**RAJA MOHAN S/O
RAMADOSS**

Head of Home,
PERTAPIS Senior Citizens
Fellowship Home



**USMANHASIDIK
BIN BAKAR**

Head of Home,
PERTAPIS Halfway House



**HAZIQ ASHYRAF
BIN SOONDEY**

Assistant Manager, Moral
Education

Date of Appointment:
01/04/2024



**RASHIDAH BINTI
RASHID**

Assistant Manager,
Corporate Relations

Date of Appointment:
01/04/2024



**SUHANNA BINTE
OTHMAN**

Assistant Manager,
Corporate Secretariat

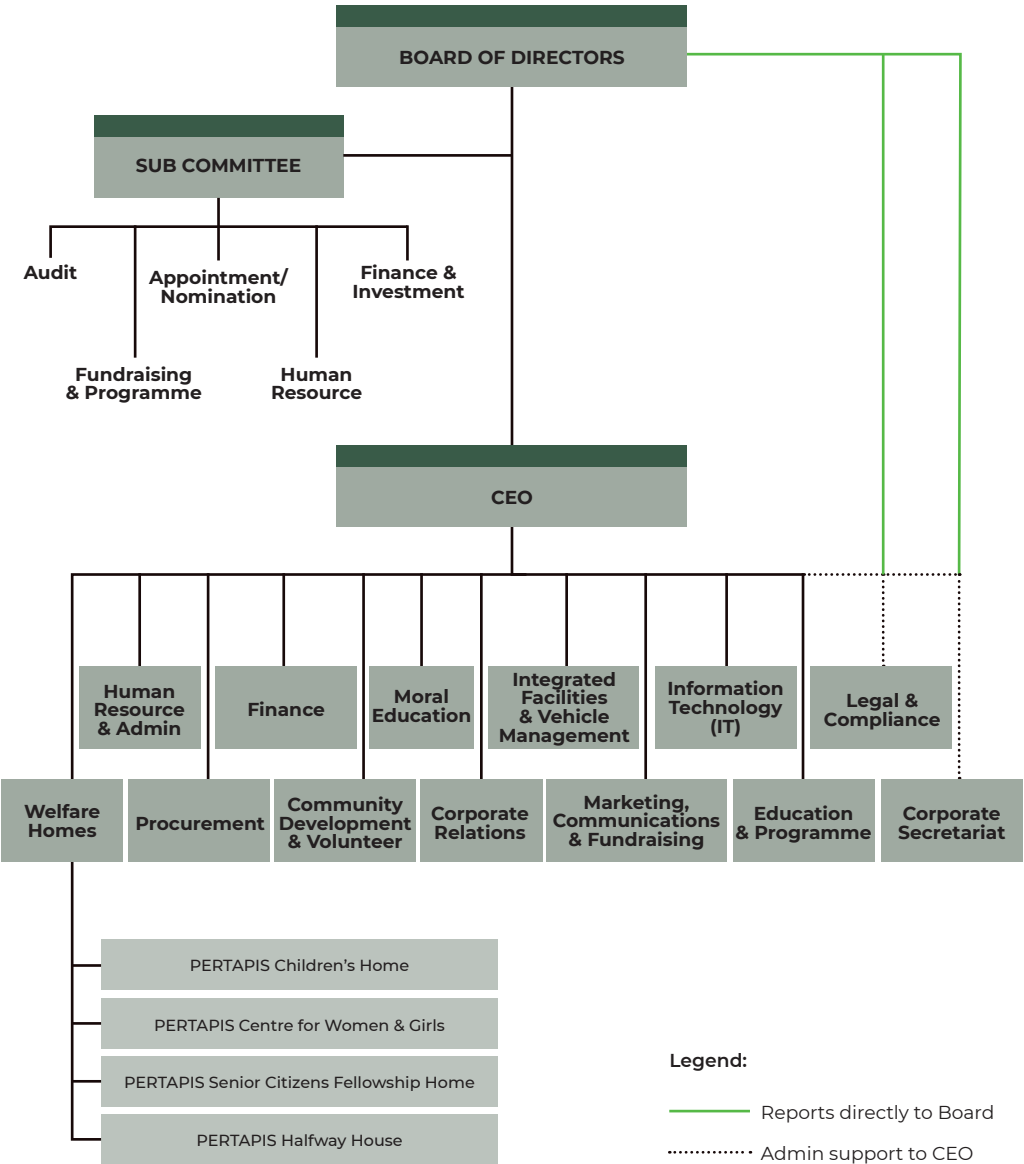
Date of Appointment:
01/04/2024

Past Key Staff	
SURIRINAH Head of Home, PCWG	CESSATION: 15/06/2025
ROSLINDA BINTE RAMLI Interim Head of Home, PCWG	CESSATION: 10/12/2024
SELVARANGAN SASIREKA Head of Home, PCH	CESSATION: 17/04/2024
MUHAMMAD SUFIAN BIN MD SALIM* Head of Home, PCH	CESSATION: 22/12/2024
NOOREN BINTE RABU Manager, Education & Programmes	CESSATION: 30/08/2024
ABDUL WAHAB BIN SAHARI Manager, Procurement	CESSATION: 05/05/2024

**Transferred from PHH to PCH on 01/04/2024*

ORGANISATIONAL CHART

FY2025



EVENT HIGHLIGHTS



CDV Iftar 2025 – An evening of togetherness with partners, friends, and beneficiaries. A meaningful chance for our beneficiaries to meet their supporters.



Food On Wheels 2025 – Volunteers from all walks of life, across secular and non-secular schools, came together. A beautiful show of unity to serve the community.



Iftar At Homes – A warm and meaningful evening shared with our residents. A time of reflection, unity, and community spirit.

EVENT HIGHLIGHTS



Kasih Antara Usia 2025 – A heartfelt forum that explored the joys, challenges, and lifelong bonds of sibling relationships.



Dribble Against Drugs 2025 – A futsal competition by PERTAPIS promoting a drug-free lifestyle. Youths came together in the spirit of sport and positive living.



Live Korban 2024/2025 – Having this in Singapore brought communities together in faith and reflection, honouring tradition with compassion and unity.

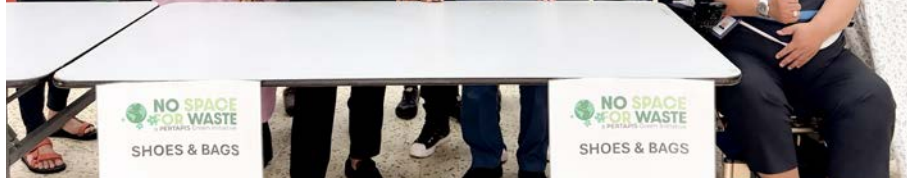


Hoops For Hope 2024 – Netball competition where every goal scored helped uplift lives and build brighter futures.

EVENT HIGHLIGHTS



Flag Day 2024 – Volunteers rallied together, spreading kindness and raising vital support. Thank you for helping us make a difference in the lives we serve.



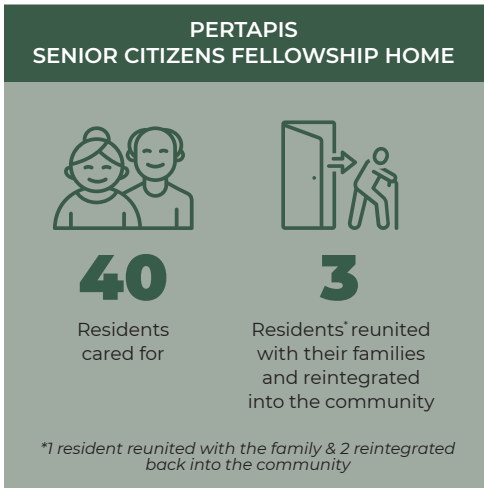
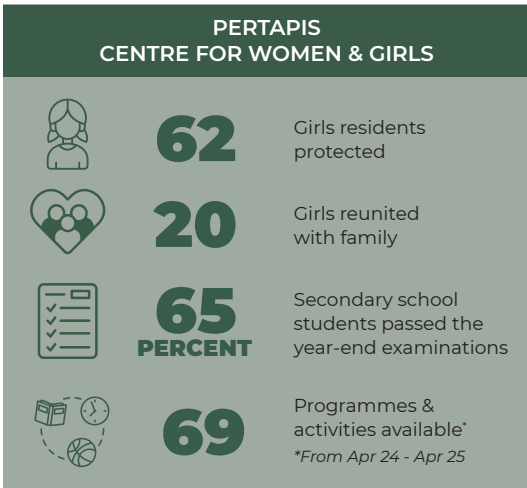
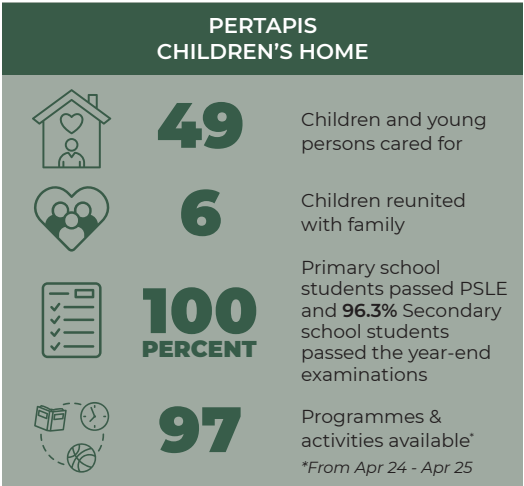
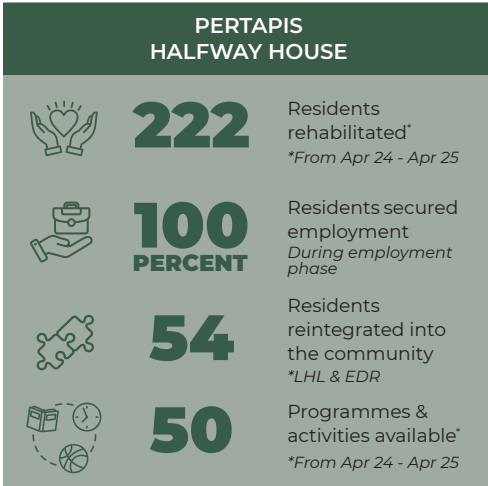
No Space For Waste – A community recycling project that turned everyday waste into meaningful change, for a greener, cleaner future.



Board Activities – Board Members actively engaging in activities within and beyond the organisation, strengthening partnerships and fostering community impact.

IMPACT

AT A GLANCE



PERTAPIS CHILDREN'S HOME

PERTAPIS CHILDREN'S HOME provide help to children who are victims of abuse to re-integrate into society through positive learning.

The Home provides care for up to 60 children and young persons from the age of 4 to 16 years old.

They are referred by the Ministry of Social and Family Development (MSF) and Youth Court for alternative care arrangement.



Note: Photo is AI generated. Photo is for illustration purposes only.

OUR WORK

PERTAPIS CHILDREN'S HOME



Children's Day Celebration

This highly anticipated event served as a valuable platform to engage with community partners and corporate donors who are aligned with our mission of inclusive outreach. It was also a meaningful opportunity for our residents to be part of a larger community celebration, participating in fun-filled activities and enjoying refreshments generously sponsored by our partners.

The event served as a bridge to reaffirm our shared commitment with the public to improving the well-being of our residents through social cohesion and celebration.

DIY Series

These weekly art sessions were designed as a structured and therapeutic platform to support the mental and emotional well-being of our residents. Through consistent engagement, residents are introduced to a variety of artistic expressions, including painting, craft work, and the creative use of repurposed materials.

The initiative serves as an avenue for residents to regulate their emotions and develop coping strategies through artistic expression. The sessions have proven to be calming, emotionally restorative and deeply engaging, with many residents reporting an uplifted mood and an increased ability to maintain emotional composure.



PERTAPIS CHILDREN'S HOME



Futsal Tournaments

These tournaments are designed to engage residents in a dynamic and positive environment that promotes healthy competition while fostering personal development through sportsmanship and a strong sense of community. Participants were also given the opportunity to build leadership skills by taking ownership of their team's progress by boosting morale, offering guidance and actively contributing to both practice sessions and tournament matches.

The competitive nature of the activity serves as a motivating force, encouraging residents to push beyond their comfort zones and strive for excellence. Throughout the programme, participants displayed notable confidence, teamwork and a growing sense of self-assurance.



“ Throughout the programme, participants displayed noticeable confidence, teamwork and a growing sense of self-assurance

Irfan Khalis
Interim Head of Home, PCH

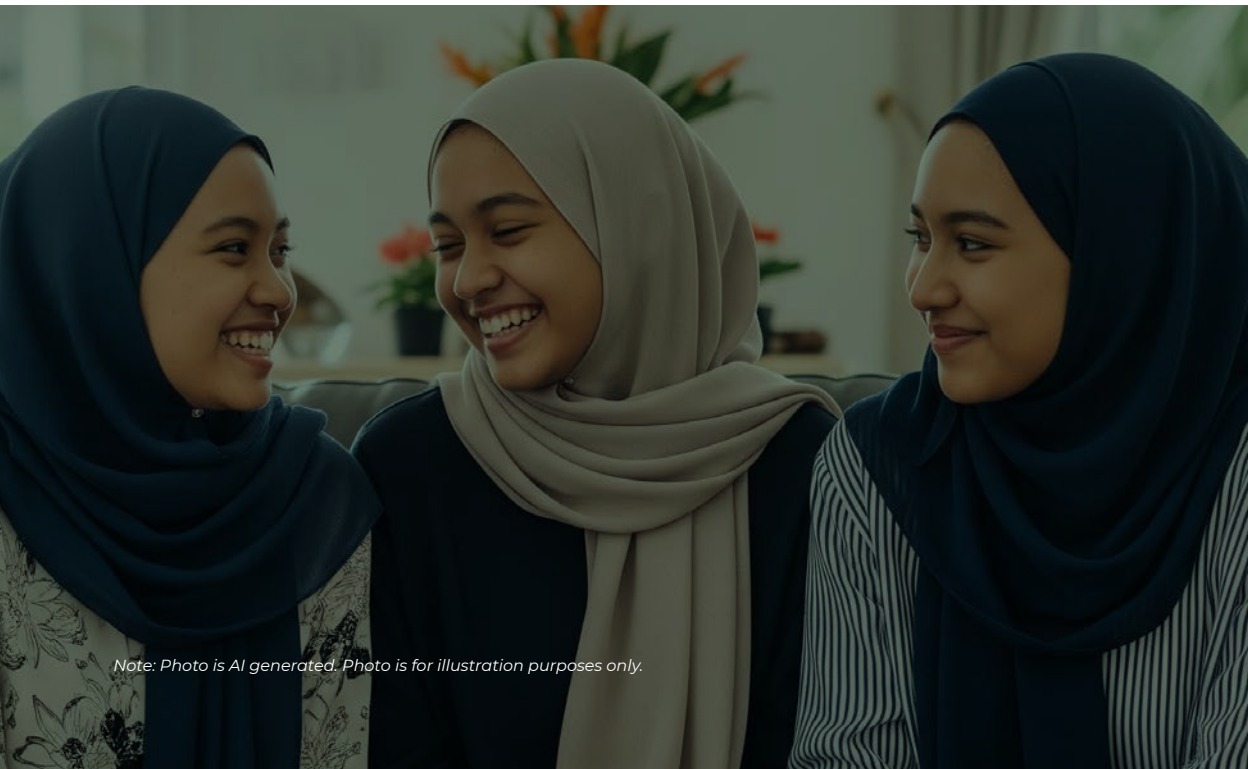
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PERTAPIS CENTRE FOR WOMEN & GIRLS

PERTAPIS CENTRE FOR WOMEN AND GIRLS provide help to children & young women who are victims of abuse to re-integrate into society through positive learning.

The centre offers shelter, care and protection for up to 60 women from 14 to 21 years old.

We run a variety of programs to facilitate self-development, confidence building & life skills development.



Note: Photo is AI generated. Photo is for illustration purposes only.

OUR WORK

PERTAPIS CENTRE FOR WOMEN & GIRLS



DIY Series

In celebration of Mother's Day, a meaningful floral arrangement programme was organised for our residents. This initiative provided a creative outlet for residents to express their appreciation for maternal figures through the delicate and thoughtful art of floral design.



Guided by volunteers and staff, participants learnt the techniques of floral arrangement using fresh blooms, while also gaining insight into the symbolic meanings behind various flowers. Beyond developing a new skill, the activity offered a therapeutic space for emotional expression and personal reflection.

It fostered a sense of connection, gratitude and creativity, making it a memorable experience for both residents and volunteers.

OUR WORK

PERTAPIS CENTRE FOR WOMEN & GIRLS



Annual Year-End Camp

This year's camp provided residents with the unique opportunity to engage in high-element activities, such as abseiling and rock climbing. These challenging experiences tested their courage while building confidence and teamwork.

The programme also included water sports like dragon boating, along with a 10-kilometre outdoor trek designed to develop endurance and strengthen team bonding.

Through these physically and mentally challenging activities, residents deepened their friendship with one another and demonstrated resilience in navigating unfamiliar and unpredictable environments. The camp served as a meaningful break for the residents who returned with a renewed sense of unity, strength and self-confidence.

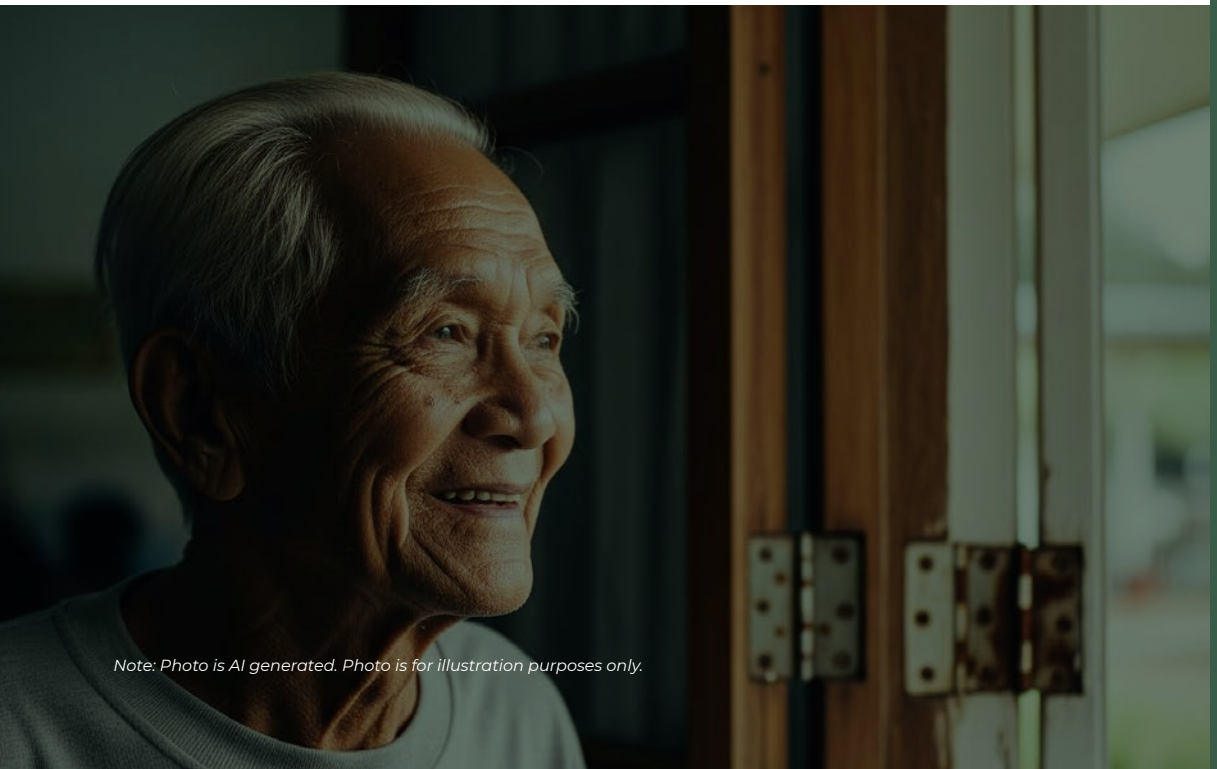


PERTAPIS SENIOR CITIZENS FELLOWSHIP HOME

PERTAPIS SENIOR CITIZENS FELLOWSHIP HOME provides help to the needs of destitute elderly or those that suffer from abuse, regardless of race or creed.

Residents enjoy the interaction with their peers while maintaining their independence through their daily routines.

We provide medical care & activities programmes to improve both physical and mental wellbeing.



Note: Photo is AI generated. Photo is for illustration purposes only.

OUR WORK

PERTAPIS SENIOR CITIZENS FELLOWSHIP HOME



Jom Belajar Melayu

Through a partnership between Youth Corps and PERTAPIS Senior Citizen Fellowship Home, volunteers were given the opportunity to strengthen their command of Bahasa Melayu by engaging in regular interactive sessions with elderly residents.

These sessions provided a practical platform for volunteers to enhance their conversational Malay in an authentic and supportive environment. At the same time, the initiative positioned our elderly residents in a meaningful teaching role, empowering them to share their linguistic knowledge and cultural insights while fostering mutual respect and connection.

Beyond language learning, the sessions encouraged intergenerational bonding and cultural exchange, creating a warm and engaging space for shared learning, dialogue, and relationship-building between youth and seniors.



PERTAPIS SENIOR CITIZENS FELLOWSHIP HOME

Intergenerational Bonding

Students from Anglo-Chinese School have made multiple visits to our elderly residents, engaging them through a series of uplifting activities. These sessions included acting performances, sing-alongs, and interactive games, designed to entertain, stimulate and connect. Such light-hearted engagements brought joy and laughter into the Home and also played a meaningful role in supporting the residents' emotional well-being and social connections. The consistent presence of the students fostered a warm intergenerational rapport, contributing positively to the residents' overall quality of life.

Chinese New Year Celebration

Ten residents from PERTAPIS Senior Citizen Fellowship Home had the opportunity to participate in a Chinese New Year celebration organised by Nan Chiau High School.

The residents were warmly welcomed and thoughtfully guided by the students and staff through a series of engaging activities, including lantern-making and festive decoration crafting in honour of the joyous occasion. This initiative is part of an ongoing partnership between Nan Chiau High School and the Home, aimed at fostering meaningful connections and mutual understanding across generations. The event not only celebrated cultural traditions but



“ ...shared cultural experiences , leaving lasting joy and warmth for all involved. ”

Raja Mohan
Head of Home, PSCFH

also strengthened intergenerational bonds through shared experiences and collaboration.

PERTAPIS HALFWAY HOUSE

PERTAPIS HALFWAY HOUSE provides treatment and rehabilitative services to offenders or substance abusers, enabling them to reintegrate into society and be active contributors.

Halfway House hosts up to 120 offenders or abusers placed under community-based rehabilitation.

Our skills development programs aim to provide the tools for a seamless re-integration in society.



Note: Photo is AI generated. Photo is for illustration purposes only.



OUR WORK

PERTAPIS HALFWAY HOUSE

Curbing Addiction Mastery Programme (C.A.M.P)

Through a series of structured programmes, residents are guided through a holistic rehabilitation process that includes outdoor sports, religious engagement, and community service. C.A.M.P aims to empower residents with essential life skills, spiritual enrichment, and a strengthened sense of purpose.

By fostering deeper connections to the community and encouraging active participation, the programme supports residents in building resilience, restoring self-worth, and preparing for a more independent and meaningful reintegration into society.

“

...participants developed greater resilience, discipline, and purpose in their rehabilitation journey.

Usmanhasidik
Head of Home, PHH

”

OUR WORK

PERTAPIS HALFWAY HOUSE



Curbing Addiction Mastery Programme (C.A.M.P)

Through regular participation in religious programmes and mosque visits, such as to Masjid Al-Ansar, residents are supported in their spiritual growth as part of their broader rehabilitation journey. These engagements offer both spiritual enrichment and a sense of belonging, helping to instil moral grounding and personal reflection.

By fostering strong connections with community institutions like mosques, the programme aims to establish supportive networks that will aid residents in their smooth and meaningful reintegration into society.



COMMUNITY DEVELOPMENT & VOLUNTEER

To support needy & low income families with monthly food ration assistance, tuition support & empowerment programmes.

The objective is to empower the marginalised & socially disadvantaged, enabling them to lead dignified & independent lives.



OUR WORK

COMMUNITY DEVELOPMENT

Tuition Programme in collaboration with SUSS

The Free Weekly Tuition Programme is the second core initiative launched in 2014. This programme not only aims to assist underprivileged students with their academic work but also to provide the emotional and social support necessary for them to succeed in their studies and grow confidently.

Tutoring is made possible through a valued collaboration with the Singapore University of Social Sciences (SUSS). As part of SUSS's Service-Learning framework, undergraduate students volunteer as tutors to engage with and support the children. The sessions are conducted every Saturday afternoon and run for 1.5 hours.

In 2024, the programme was enhanced with additional components to strengthen its impact. After each academic session, tutors now spend an extra half an hour engaging in one-on-one conversations with their assigned

students, providing emotional support and mentorship. Additionally, tutors facilitate bonding activities to foster trust and build stronger relationships with the students.

This approach has significantly boosted student engagement and contributed to improved emotional well-being.

As a result of the dedicated tutoring and support, the 12 students involved in the programme were able to successfully do well in their exams, reflecting the positive impact of the initiative on their academic progress.

Pre-Ramadhan Food On Wheels 2025

The Pre-Ramadhan Food on Wheels event was organised for the second time in February 2025, in anticipation of the upcoming Ramadan in March. As part of PERTAPIS' commitment to support disadvantaged families, the initiative aims to provide essential food supplies to help beneficiaries prepare for the fasting month with dignity and ease. The



programme was first launched in the first quarter of 2024, supporting approximately 120 families from PERTAPIS' four welfare homes. In 2025, the event was significantly expanded to reach an additional 500 low-income families served by the Community Development Department, benefiting over 600 families in total.

A defining feature of this year's initiative was the exceptional level of community involvement. Numerous madrasahs, educational institutions, corporate organisations, and youth groups participated not only by contributing volunteers, but also by organising their own donation drive campaigns. These campaigns, held among their students and employees, helped collect key ration items for the event. In addition to donations, these groups also contributed significant manpower support—over 200 volunteers assisted in packing the food packages. Additionally, more than 100 volunteer drivers delivered them directly to beneficiaries' homes.

The packing of 1,200 food packages took place on 15 February by dedicated volunteers. The event was officially launched on Sunday, 16 February 2025, at Wisma Geylang Serai, officiated by Minister for Manpower Dr Tan See Leng, and attended by PERTAPIS officials, community supporters, and volunteers.

“Food on Wheels was a clear demonstration of what can be achieved through meaningful community collaboration.

Mohd Noh
Manager, Community Development”



From left to right: Mr Firdaus D'Cruz, Mr Fadzlor Rahman, Dr (H.C) Fazil Abdul Hamid, Mr Shaharin Nordin & Mr Sazzali Sabandi volunteering for FOW 2025.

A key partner in this initiative was Maybank, whose generous financial contribution played a pivotal role in ensuring the event's success. Their continued support underscores the significance of corporate partnerships in fostering positive social change.

Beneficiaries expressed heartfelt gratitude, especially the home delivery service, which was particularly helpful during the busy lead-up to Ramadan.

The 2025 edition of Food on Wheels was a clear demonstration of what can be achieved through meaningful community collaboration. With the combined efforts of schools, educational institutions, corporate partners, and volunteers, PERTAPIS was able to extend its reach and deepen its impact, ensuring that vulnerable families across the community received the care and support they needed during this important time.

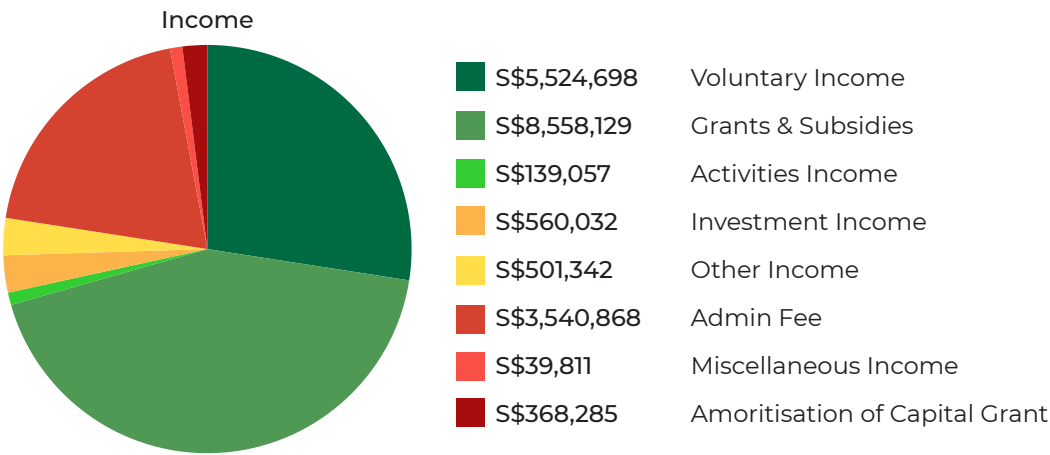
Mr Hamidon giving instructions to volunteers.



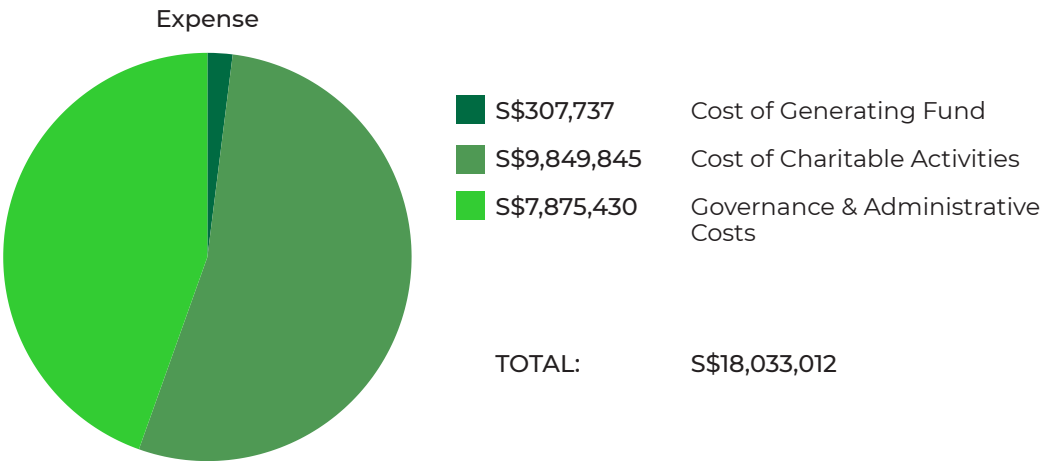
SUMMARY

OF FINANCIAL PERFORMANCE

FY2025: 1 April 2024 - 31 March 2025



TOTAL: S\$19,232,222



TOTAL: S\$18,033,012

For more information on PERTAPIS’s major financial transactions, statements of assets & liabilities, purposes of charitable assets held, list of the grants & funds, purpose of funds & any other details, please refer to pages 5 to 39 of the audited financial statements.

GOVERNANCE

Board Governance

The Board's role is to provide strategic direction and oversight of PERTAPIS's programmes and objectives and to steer the charity towards fulfilling its vision and mission through good governance.

Members of the Executive Committee was elected at the Annual General Meeting on 23 September 2023 and shall serve a term of 2 years from 2023 to 2025.

Board Meetings & Attendance

The Board held meetings during the financial year April 2024 to March 2025:

25 April 2024	31 August 2024	24 February 2025
25 May 2024	14 September 2024 <i>54th AGM</i>	29 March 2025
25 June 2024	26 October 2024	
27 July 2024	30 November 2024	

Mohamed Shahrin Bin Mohamed Nordin	10/10
Muhammad Danial Bin Fadzlou	10/10
Dr (H.C) Fazil Bin Abdul Hamid	10/10
Fathuddin Bin Abdul Hamid	10/10
Raja Fuad Bin Raja Rom	10/10
Dr Suraya Binti Zainul Abidin	6/10
Abu Bakar Bin Farid	8/10
Ustazah Nur Hani Binti Nasir	8/10
Mohamad Radhi Bin Ibrahim	5/10
Mohammad Iskandar Naim Bin Salim	8/10
Danial Khan Abdul Rahim Khan (Co-Opt)	4/10
Murshida Mohamed Kadir (Co-Opt)	5/10

GOVERNANCE

Disclosure of Remuneration & Benefits Received by Board Members

No Board members are remunerated for their Board services in the financial year.

Disclosure of Remuneration of 3 Highest Paid Staff

Remuneration Band	Number of Staff
Between S\$100,000 to S\$200,000	1
Between S\$200,000 to S\$300,000	0

Disclosure of Annual Remuneration Section

PERTAPIS has disclosed the remuneration of its key management personnel in the audited financial statements, Note 13c (Page 36). Please refer to the statements for more information.

Reserves Policy

Please refer to note 19 (Page 38 - 39) of the audited financial statement.

Restricted Funds

Please refer to note 11 (Page 25 - 34) of the audited financial statement.

Conflict Of Interest Policy

All Board members and staff are required to comply with the charity's conflict of interest policy. The Board has put in place documented procedures for Board members and staff to declare actual or potential conflicts of interests on a regular and need-to basis. Board members also abstain and do not participate in decision-making on matters where they have a conflict of interest.

Whistle-Blowing Policy

Our charity has in place, a whistle-blowing policy to address concerns about possible wrong-doing or improprieties in financial or other matters within the charity.

Related Entity of PEWC

PERTAPIS Community Services Limited ("PCS") (Unique Entity Number: 201213426G) is incorporated on 30 May 2012 and domiciled in Singapore as a Company limited by guarantee. The registered address is 1 Joo Chiat Road, #04-1001, Joo Chiat Complex, Singapore 420001.

Please find below list of PEWC EXCO Members designated in the related entity:

Name	Designation in PEWC	Designation in PCS
Muhammad Danial Fadzlon	Vice President	Director
Dr (H.C) Fazil Abdul Hamid	Secretary General	Director
D'Cruz Firdaus Lionel Wilfred	Chief Executive Officer	Director

Appointed Independent Auditor of PEWC

Name	Company	Date of Appointment
Chan Siew Ting	ONEMillennium PAC	FY2025 / 14 Sept 2024

GOVERNANCE

EVALUATION CHECKLIST

S/N	Call for Action	Code ID	Did the charity put this principle into action?	If you have indicated "No" or "Partial Compliance", please explain.	Score
Principle 1: The charity serves its mission and achieves its objectives					
1	Clearly state the charitable purposes (For example, vision and mission, objectives, use of resources, activities, and so on) and include the objectives in the charity's governing instrument. Publish the stated charitable purposes on platforms (For example, Charity Portal, website, social media channels, and so on) that can be easily accessed by the public.	1.1	Yes		2
2	Develop and implement strategic plans to achieve the stated charitable purposes.	1.2	Yes		2
3	Have the Board review the charity's strategic plans regularly to ensure that the charity is achieving its charitable purposes, and monitor, evaluate and report the outcome and impact of its activities.	1.3	Yes		2
4	Document the plan for building the capacity and capability of the charity and ensure that the Board monitors the progress of this plan. "Capacity" refers to a charity's infrastructure and operational resources while "capability" refers to its expertise, skills and knowledge.	1.4	Yes		2
Principle 2: The charity has an effective Board and Management					
5	The Board and Management are collectively responsible for achieving the charity's charitable purposes. The roles and responsibilities of the Board and Management should be clear and distinct.	2.1	Yes		2
6	The Board and Management should be inducted and undergo training, where necessary, and their performance reviewed regularly to ensure their effectiveness.	2.2	Yes		2

7	Document the terms of reference for the Board and each of its committees. The Board should have committees (or designated Board member(s)) to oversee the following areas*, where relevant to the charity: a. Audit b. Finance <i>*Other areas include Programmes and Services, Fund-raising, Appointment/ Nomination, Human Resource, and Investment.</i>	2.3	Yes		2
8	Ensure the Board is diverse and of an appropriate size, and has a good mix of skills, knowledge, and experience. All Board members should exercise independent judgement and act in the best interest of the charity.	2.4	Yes		2
9	Develop proper processes for leadership renewal. This includes establishing a term limit for each Board member. All Board members must submit themselves for re-nomination and reappointment, at least once every three years.	2.5	Yes		2
10	Develop proper processes for leadership renewal. This includes establishing a term limit for the Treasurer (or equivalent position). For Treasurer (or equivalent position) only: a. The maximum term limit for the Treasurer (or equivalent position like a Finance Committee Chairman, or key person on the Board responsible for overseeing the finances of the charity) should be four consecutive years. If there is no Board member who oversee the finances, the Chairman will take on the role. i. After meeting the maximum term limit for the Treasurer, a Board member's reappointment to the position of Treasurer (or an equivalent position may be considered after at least a two-year break. ii. Should the Treasurer leave the position for less than two years, and when he/she is being re-appointed, the Treasurer's years of service would continue from the time he/she stepped down as Treasurer.	2.6	Yes		2

11	Ensure the Board has suitable qualifications and experience, understands its duties clearly, and performs well. a. No staff should chair the Board and staff should not comprise more than one-third of the Board.	2.7	Yes		2
12	Ensure the Management has suitable qualifications and experience, understands its duties clearly, and performs well. a. Staff must provide the Board with complete and timely information and should not vote or participate in the Board's decision-making.	2.8	Yes		2
13	The term limit for all Board members should be set at 10 consecutive years or less. Re-appointment to the Board can be considered after at least a two-year break. For all Board members: a. Should the Board member leave the Board for less than two years, and when he/she is being re-appointed, the Board member's years of service would continue from the time he/she left the Board. b. Should the charity consider it necessary to retain a particular Board member (with or without office bearers' positions) beyond the maximum term limit of 10 consecutive years, the extension should be deliberated and approved at the general meeting where the Board member is being re-appointed or re-elected to serve for the charity's term of service. (For example, a charity with a two-year term of service would conduct its election once every two years at its general meeting). c. The charity should disclose the reasons for retaining any Board member who has served on the Board for more than 10 consecutive years, as well as its succession plan, in its annual report.	2.9a 2.9b 2.9c	Yes		2

14	For Treasurer (or equivalent position) only: d. A Board member holding the Treasurer position (or equivalent position like a Finance Committee Chairman or key person on the Board responsible for overseeing the finances of the charity) must step down from the Treasurer or equivalent position after a maximum of four consecutive years. i. The Board member may continue to serve in other positions on the Board (except the Assistant Treasurer position or equivalent), not beyond the overall term limit of 10 consecutive years, unless the extension was deliberated and approved at the general meeting – refer to 2.9.b.	2.9d	Yes		2
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Principle 3: The charity acts responsibly, fairly and with integrity

15	Conduct appropriate background checks on the members of the Board and Management to ensure they are suited to work at the charity.	3.1	Yes		2
16	Document the processes for the Board and Management to declare actual or potential conflicts of interest, and the measures to deal with these conflicts of interest when they arise. a. A Board member with a conflict of interest in the matter(s) discussed should recuse himself/herself from the meeting and should not vote or take part in the decision-making during the meeting.	3.2	Yes		2
17	Ensure that no Board member is involved in setting his/her own remuneration directly or indirectly.	3.3	Yes		2
18	Ensure that no staff is involved in setting his/her own remuneration directly or indirectly.	3.3	Yes		2
19	Establish a Code of Conduct that reflects the charity's values and ethics and ensure that the Code of Conduct is applied appropriately.	3.4	Yes		2
20	Take into consideration the ESG factors when conducting the charity's activities.	3.5	Partial Compliance	Complied. Refer to IFVM - Summary of Sustainability Approach at PERTAPIS report (ESG). No formal documentation on charity's multi-year plan.	1



Principle 4: The charity is well-managed and plans for the future

21	Implement and regularly review key policies and procedures to ensure that they continue to support the charity's objectives. a. Ensure the Board approves the annual budget for the charity's plans and regularly reviews and monitors its income and expenditures (For example, financial assistance, matching grants, donations by board members to the charity, funding, staff costs and so on).	4.1a	Yes		2
22	Implement and regularly review key policies and procedures to ensure that they continue to support the charity's objectives. b. Implement appropriate internal controls to manage and monitor the charity's funds and resources. This includes key processes such as: i. Revenue and receipting policies and procedures; ii. Procurement and payment policies and procedures; and iii. System for the delegation of authority and limits of approval.	4.1b	Yes		2
23	Seek the Board's approval for any loans, donations, grants, or financial assistance provided by the charity which are not part of the core charitable programmes listed in its policy. (For example, loans to employees/subsidiaries, grants or financial assistance to business entities).	4.2	Yes		2
24	Regularly identify and review the key risks that the charity is exposed to and refer to the charity's processes to manage these risks.	4.3	Yes		2

25	Set internal policies for the charity on the following areas and regularly review them: a. Anti-Money Laundering and Countering the Financing of Terrorism (AML/CFT); b. Board strategies, functions, and responsibilities; c. Employment practices; d. Volunteer management; e. Finances; f. Information Technology (IT) including data privacy management and cyber-security; g. Investment (obtain advice from qualified professional advisors if this is deemed necessary by the Board); h. Service or quality standards; and i. Other key areas such as fund-raising and data protection.	4.4	Yes		2
26	The charity's audit committee or equivalent should be confident that the charity's operational policies and procedures (including IT processes) are effective in managing the key risks of the charity.	4.5	Yes		2
27	The charity should also measure the impact of its activities, review external risk factors and their likelihood of occurrence, and respond to key risks for the sustainability of the charity.	4.6	Yes		2
Principle 5: The charity is accountable and transparent					
28	Disclose or submit the necessary documents (such as Annual Report, Financial Statements, GEC, and so on) in accordance with the requirements of the Charities Act, its Regulations, and other frameworks (For example, Charity Transparency Framework and so on).	5.1	Yes		2
29	Generally, Board members should not receive remuneration for their services to the Board. Where the charity's governing instrument expressly permits remuneration or benefits to the Board members for their services, the charity should provide reasons for allowing remuneration or benefits and disclose in its annual report the exact remuneration and benefits received by each Board member.	5.2	Yes		2

30	The charity should disclose the following in its annual report: a. Number of Board meetings in the year; and b. Each Board member's attendance.	5.3	Yes		2
31	The charity should disclose in its annual report the total annual remuneration (including any remuneration received in the charity's subsidiaries) for each of its three highest-paid staff, who each receives remuneration exceeding \$100,000, in incremental bands of \$100,000. Should any of the three highest-paid staff serve on the Board of the charity, this should also be disclosed. If none of its staff receives more than \$100,000 in annual remuneration each, the charity should disclose this fact.	5.4	Yes		2
32	The charity should disclose in its annual report the number of paid staff who are close members of the family of the Executive Head or Board members, and whose remuneration exceeds \$50,000 during the year. The annual remuneration of such staff should be listed in incremental bands of \$100,000. If none of its staff is a close member of the family of the Executive Head or Board members and receives more than \$50,000 in annual remuneration, the charity should disclose this fact.	5.5	Yes		2
33	Implement clear reporting structures so that the Board, Management, and staff can access all relevant information, advice, and resources to conduct their roles effectively. a. Record relevant discussions, dissenting views and decisions in the minutes of general and Board meetings. Circulate the minutes of these meetings to the Board as soon as practicable.	5.6a	Yes		2
34	Implement clear reporting structures so that the Board, Management, and staff can access all relevant information, advice, and resources to conduct their roles effectively. a. The Board meetings should have an appropriate quorum of at least half of the Board, if a quorum is not stated in the charity's governing instrument.	5.6b	Yes		2

35	Implement a whistle-blowing policy for any person to raise concerns about possible wrongdoings within the charity and ensure such concerns are independently investigated and follow-up action taken as appropriate.	5.7	Yes		2
Principle 6: The charity communicates actively to instil public confidence					
36	Develop and implement strategies for regular communication with the charity's stakeholders and the public (For example, focus on the charity's branding and overall message, raise awareness of its cause to maintain or increase public support, show appreciation to supporters, and so on).	6.1	Yes		2
37	Listen to the views of the charity's stakeholders and the public and respond constructively.	6.2	Partial Compliance	Refer to Stakeholder and Media Relations Policy, Marketing Communications and Fundraising (page 7, Stakeholder Engagement, section a to c). Falls under Communications & Engagement (Department), HR for any public enquiry. No policies mentioned on checks performed or measures in place for constructive responses.	1
38	Implement a media communication policy to help the Board and Management build positive relationships with the media and the public.	6.3	Partial Compliance	Refer to Stakeholder and Media Relations Policy, Marketing Communications and Fundraising (section 5 "Roles and Responsibilities" and section 6 "Guidelines and Protocols": Media Engagement clause a to e). Refer to Stakeholder and Media Relations Policy Section 3 and 5. Approval of the Board and Management for communications with media and public. However, no specific content and documentation that address the following parties. Action plan: The current policy to be reviewed and redrafted into a comprehensive Media Communication Policy, which will be signed by CEO once finalised.	1

Total Score: **73**Percentage **96%**

= (Total Score/Full Marks of 76) x 100%



YEAR AHEAD

2025 - 2026

Cyclical Maintenance of Welfare Homes

We are embarking on a major cyclical upgrading project for our residential facilities. This project involves essential cyclical upgrading and maintenance of our residential facilities, beginning with our Children's Home and the Halfway House.

These upgrades are essential to ensure our homes remain safe, welcoming, and conducive to healing, learning, and growth. Renovation works will include repainting and repairing exterior walls to address cracks and weather damage, along replacement of faulty and defective items to better support our residents' development and rehabilitation.

A refreshed environment not only improves daily living conditions but also reflects our ongoing commitment to providing a dignified and supportive space for those in our care.

Departmental Merger & Streamlining

We will be undertaking a strategic consolidation of departments to strengthen internal collaboration and enhance organisational efficiency. After identifying and assessing the capabilities and capacity of our managers, we are able to merge selected units and streamline cross-related functions. We aim to create a more cohesive structure that encourages cross-departmental synergy and agility.

This initiative will enable us to refine our current practices and align team objectives. With clearer roles, integrated workflows, and more efficient communication channels, our teams will be better equipped to deliver outcomes that are both impactful and sustainable.

This restructuring will not only improve day-to-day operations but also support long-term capacity building. As we move forward, this renewed structure will play a vital role in driving productivity and ensuring that we remain adaptive and resilient in meeting the evolving needs of our beneficiaries and stakeholders.

Advancing Digitalisation

We will also prioritise the digitalisation of our key systems and processes. This includes completing the application process and securing approval from the NCSS IT Panel, which will pave the way for access to government grants supporting digital transformation.

Our focus areas include enhancing finance and procurement processes through automation and technology upgrades. By reducing manual tasks and administrative burdens, we aim to boost overall productivity and allow staff to focus on value-added work and the continuous refinement of our services. These efforts will lay the foundation for a more data-driven and future-ready organisation.

PERTAPIS 55th Anniversary

To mark a significant milestone in our journey, we will be hosting the PERTAPIS 55th Anniversary Gala Dinner under the theme “Honouring Partnerships, Embracing Collaborations”. This theme reflects our deep appreciation for the many individuals, organisations, and communities that have supported our mission over the years.

We will be inviting our long-time supporters, partners, and dedicated volunteers to join us in this meaningful celebration. More than just a commemorative event, the dinner will serve as a heartfelt tribute to those who have journeyed with us — recognising their contributions, strengthening relationships, and inspiring continued collaboration as we look toward the future.

Fundraising Plans

Flag Day
Charity Dinner
Friday Mosque Collection*
Upgrade Our Homes, Uplift Lives

**Subject to MUIS approval*

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MANAGEMENT CORPORATION
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MASJID KHALID
MAYBANK SINGAPORE LIMITED
MEGAXPRESS INTERNATIONAL PTE LTD
MIRAJ ADVISORY
MM2 ENTERTAINMENT
MUDA SG
MUHAMMADIYAH ASSOCIATION
NAFIMAGES
NAN CHIAU HIGH SCH
NATIONAL COUNCIL OF SOCIAL SERVICE
NTUC FAIRPRICE FOUNDATION LIMITED
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HOW YOU CAN HELP

DONATE

Join our cause. By contributing to our cause, you directly enhance our beneficiaries' well-being, support facility upgrades, and fund vital programmes. Your involvement creates a ripple effect of positive change, touching countless lives and fostering growth in our community. Scan QR to give today!



VOLUNTEER

Your time and dedication can make a significant difference in the lives of those we serve. Whether it's lending a hand in our programs or contributing your unique skills, your involvement matters. Let's work together to bring about lasting change. Scan QR to volunteer with us!



WHERE TO FIND US

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Bridging Hearts,
Building Futures