



Jamiyah
Singapore

VOICE *of* ISLAM

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VALUES WE LIVE BY

Integrity
Sincerity
Compassion

Care

Equality

LIFELONG LEARNING | FAMILY

Inclusivity
Professionalism

Virtuous Prophetic Values

"Verily, the character of the Prophet of Allah was the Quran," said Sifi Aisha (radhiallahu 'anha), the Prophet's beloved wife. Below are some virtuous values which Prophet Muhammad (SAW) enjoins us to uphold, practise and propagate.

Humility

“ Be humble. No one should boast over one another, and no one should oppress another.” (Muslim)

Graciousness

“ Verily, a man teaching his child manners is better than giving one bushel of grain in alms.” (Muslim)

Honesty

“ Say what is true, although it may be bitter and displeasing to people.” (Baihaqi)

Compassion

“ He is not a true believer who eats his fill while his neighbours are hungry.”

(Baihaqi)

Kindness

“ Kindness is a mark of faith, and whoever is not kind has no faith.” (Muslim)

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Jamiyah Kindergarten (JK) received the SPARK (Singapore Pre-school Accreditation Framework) accreditation at the Early Childhood Conference 2018. JK is the second pre-school centre from Jamiyah to be SPARK-certified; our Global Child Development Centre @ Woodlands was the first.

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In celebration of the International Day of Older Persons 2018, Jamiyah Nursing Home launched *Silver Stars Cookbook – Celebrating Our Talents in the Food Tradition* which features forty-six recipes contributed by the Home's residents and volunteers.

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Jamiyah Singapore held its Annual Flag Day on Saturday, 13 October 2018. About 300 staff, family members and volunteers went around the island to over 30 locations with donation tins canvassing for funds to support Jamiyah's various programmes and activities.

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Konvensyen Dunia Melayu Dunia Islam (DMDI) yang ke-19 telah dianjurkan dengan jayanya oleh Jamiyah selaku Sekretariat DMDI Singapura pada 16-18 November 2018. Persidangan 3 hari itu menyaksikan pertemuan lebih dari 200 delegasi dari pelbagai negara anggota DMDI yang berjumlah 23 kesemuanya.

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Our Student Care Centre at Clementi welcomed about fifty Year 5 visitors from NUS High School of Math and Science. This was part of the students' Humanitarian Education (HE) outreach project to get them to think critically about the needs of the community around them through their observations and interactions.

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Dear Readers

Assalaamuáaikum and Greetings!

‘Values’ are essential ingredients in the survival of human society – for individuals, communities, and countries.

Organizations too, for a variety of reasons, need a set of values and worldviews. Broadly, an organization’s Values help not only to inform and clarify to others its identity and strategic direction but also its overall reason for existence. More specifically, these strongly-held universal principles and belief systems enable an organization in many other ways: as a guide, if not beacon, to achieving the organization’s vision and mission; helps build internal cohesion, unity, and teamwork amongst staff; and enables activities and projects to be focussed and purposeful.

Similarly, in Jamiyah Singapore, we too uphold and treasure our abiding Values, ever since our establishment more than eight decades ago. Some of the core Values that we hold dear include the following:

- Sincerity and Integrity
- Care and Compassion
- Lifelong Learning
- Deliverance of reliable and quality services
- Fostering inter-racial and interfaith friendships
- Equity and Inclusiveness

The above Values and guiding principles are consciously and amply manifested in the numerous events, projects, and programs organized by our many Centres, Homes and Departments across the wide spectrum of the “Jamiyah family”. In this particular issue of *Voice Of Islam* (VOI), we invite you to see some samples and reflections of the abiding Values that we in Jamiyah cherish, then and now.

Of course, for your reading pleasure, this issue will also cover our usual reports and updates from all sectors of our organization.

Do share your feedback about this VOI and about our numerous activities and services - at info@jamiyah.org.sg. We value them!

Happy Reading!

Building Connections and Celebrating Perseverance

Kafrelsheikh Arabic Language Workshops

In October 2018, more than 300 participants had the opportunity to attend a series of week-long workshops organized by Jamiyah Education Centre (JEC) in collaboration with Kafrelsheikh University of Egypt. Two highly-qualified Egyptian lecturers conducted public talks, special workshops and training sessions for a range of levels, covering the four language competencies, the beauty of Arabic literature and Communicative Arabic Grammar. Besides lauding the effort to bring in native Arabic speakers, participants were excited to learn new techniques of teaching Arabic. As Ustazah Nur Hidayah, a teacher of the Arabic language commented, “*Jameel (Beautiful)! I have benefitted so much from the training workshops and it has given me a new, fresh perspective on the Arabic Language. Alhamdulillah.*”

“*Jameel (Beautiful)! I have benefitted so much from the training workshops and it has given me a new, fresh perspective on the Arabic Language. Alhamdulillah. ٥٥*
– *Ustazah Nur Hidayah, an Arabic Language teacher*



Dr Hatem AWS Alansary from Kafrelsheikh University of Egypt conducting one of the Arabic Language workshops

JEC Double Convocation Ceremony

On 15th December 2018, JEC held a combined academic Convocation Ceremony for the Diploma and Degree in Islamic Jurisprudence programmes, in collaboration with Kolej Universiti Islam Melaka of Malaysia (KUIM) and Universitas Islam Negeri Sumatera Utara of Indonesia (UINSU). The Convocation Ceremony marked the success of 24 part-time and full-time students who had persevered through their study while overcoming such challenges as family responsibilities and work obligations.

In his valedictorian speech, Mr Afandi Bin Mawadi, shared that an interesting aspect of pursuing a degree at JEC was attending tutorials with classmates aged as young as 18 to those in their 60s, truly capturing the lifelong learning spirit encouraged by Jamiyah. Mr Afandi also shared how the



Learning never stops...congratulations to all our graduates!

graduands enjoyed the immersion programme underwent by both UINSU and KUIM students, allowing them to experience lectures at the respective institutions and build relationships with the students and faculty of these universities.

An Early Start in Forging Global Friendships

To better prepare its students for the globalised environment which they will eventually experience in the workplace, Jamiyah Global Child Development Centre (GCDC) @ Tampines organised an exchange programme with the United World College of South East Asia (UWCSEA) during the December holidays.

The objective of the collaboration is to provide Jamiyah GCDC @ Tampines' students with the opportunity to interact and connect with children from all over the world. Every Monday afternoon, staff and children from UWCSEA visited our Centre to work with our children. During the course of the programme, our students learned effective communication skills for various purposes, audiences and contexts.

“The collaboration with UWCSEA provides children with real-life experiences and help to develop their interpersonal skills, self-confidence, and social-emotional competencies in navigating the challenges of the rapidly changing world,” says Ms Chelvi Rajahkan, Principal of Jamiyah GCDC @ Tampines. This is in line with the centre’s goal of equipping its students with 21st-century skillsets for them to succeed in the future.



GCDC@Tampines students enjoying playtime with their friends from UWCSEA

Never Too Young to Start Giving!



GCDC@Woodlands students doing their walkabout to collect food donations from residents around the neighbourhood

‘Kids Give Back 2018’ is Jamiyah Global Child Development Centre (GCDC) @ Woodlands’ annual food drive event. The community outreach initiative is organised in conjunction with our Centre’s theme for the month – food – and with the objective of introducing young children to give back to the less fortunate. Some of the beneficiaries of this project include low-income families, elderly folks, cleaners and foreign workers around the neighbourhood.

The emphasis for the recent was on the value and importance of food, and how the children should do their best not to waste them. Together with teachers and parent volunteers, our students collected non-perishable food items from the residents of Blocks 619-623 at Woodlands Drive 52 for distribution to the needy. They also assisted in the counting, sorting, and packing of the collected food items. The food rations were then distributed to the Lions Home for the Elders and Metta Welfare Association.



The strong support of parents and family members will help to reinforce the children's learning experiences in school

Together, We Go Further

We are all familiar with the African proverb that says it takes a village to raise a child. Essentially, it means that we should leverage the knowledge and experience of the different experts in the community to ensure that our children receive the latest and best practices in the pre-school curriculum and pedagogy.

At Jamiyah Childcare Centre (JCCC), we believe that the development of children does not occur in isolation, but is closely linked to their environments, particularly in the family situation. Thus, it is important for educators to engage and forge strong partnerships especially with the children's parents as the latter play a key role in supporting and reinforcing the learning the students experienced in school. For this, JCCC conducts workshops for parents to share and empower them with the various methods of managing children's behaviour.

As for tapping into the domain experts and resources available in the community, we actively collaborate with partners such as the Asian Women's Welfare Association (AWWA) whose services include early intervention for pre-schoolers, National Library Board and Mayflower Primary School to provide help for our students in their transition to primary school. Through scheduled visits, the students are exposed to the new school environment that awaits them in primary one.

Our concerted efforts to provide quality pre-school care and learning environment for children and the Centre's good record in the past six years (consecutive 2-year licence tenure) has enabled JCCC to secure an extended tenure of 3 years from the Early Childhood Development Agency (ECDA). JCCC has also received the SPARK (Singapore Pre-school Accreditation Framework) accreditation in December 2018.

SPARK Accreditation for Jamiyah Kindergarten – Congratulations!

Jamiyah Kindergarten (JK) received the SPARK (Singapore Pre-school Accreditation Framework) accreditation at the Early Childhood Conference 2018 organised by Early Childhood Development Agency (ECDA) in October last year.

JK is the second pre-school Centre from Jamiyah to receive the SPARK accreditation; our Global Child Development Centre @ Woodlands was the first. “The JK team is heartened by the SPARK certification as we have been working really hard to meet the required standards,” says Mdm Nurull Yasotha, Senior Manager of Jamiyah Early Childhood Education.



From left: Mr Yunus Shariff (Vice-President II of Jamiyah Singapore); Mdm Nurull Yasotha (Senior Manager of Jamiyah Early Childhood Education); Ms Sharmeen D Husain; (Vice-Principal of JK); and teacher Ms Yasmee Banu d/o Abu Yamin



JK students at the launch of Care Garden officiated by Assoc Prof Faishal Ibrahim (3rd from left), Senior Parliamentary Secretary for Social and Family Development and Education, with Dr Mohd Hasbi Abu Bakar (in brown shirt), President of Jamiyah Singapore, Jamiyah officials and partners of the IDOP celebrations.

Care Garden for Elders

As part of the International Day of Older Persons (IDOP) celebrations at Jamiyah Nursing Home in September 2018, Guest-of-Honour Assoc Prof Dr Faishal Ibrahim, Senior Parliamentary Secretary for Social and Family Development and Education, officiated the opening of Care Garden.

This project is an inter-generational labour of love involving JK children, their parents, teachers, and the Home’s residents who started to grow the plants together in May 2018. “Cherishing our elders has always been one of our core values as it is central to the teachings of Islam,” emphasises Dr H M Saleem, Vice-President I of Jamiyah and Chairman of Jamiyah Nursing home.

K2 Graduates’ PRAISE-worthy Performance

Sixty-nine K2 students from Jamiyah Kindergarten, Jamiyah Childcare Centre (JCCC), Jamiyah Global Child Development Centre (GCDC) @ Tampines and Jamiyah GCDC @ Woodlands staged a PRAISE concert during their graduation ceremony held at the Marine Parade Community Club on 18 November 2018.

The acronym for the six learning dispositions, namely ‘Perseverance, Reflectiveness, Appreciation, Inventiveness, Sense of Wonder & Curiosity, and Engagement’ - the PRAISE framework - is adapted from the Nurturing Early Learners (NEL) curriculum, developed by the Education Ministry to nurture children into lifelong learners. Drawing on local tales such as *Singapura Dilanggar Todak* and contemporary hits like Shakira’s *Try Everything*, students performed a play or dance to highlight each of the six PRAISE values, to the huge delight of their parents, family members and friends!



Hear Ye, Hear Ye! Students from JCCC in a scene from ‘Singapura Dilanggar Todak’s skit

Jamiyah Halfway House

100% Passes - Well Done, Darul Islah Residents!

On 17 October 2018, fifteen residents of Jamiyah Halfway House (Darul Islah) graduated from the Acronis-YRF (Yellow Ribbon Fund) IT Skills Programme after successfully passing three sets of tests consisting of Microsoft Office applications – Word, Excel and PowerPoint. The Graduation Ceremony was held at Darul Islah and was attended by officials from SCORE, Acronis, YRF and Jamiyah Singapore.



Dr Isa Hassan, Vice-President III of Jamiyah, addressing the audience at the Acronis-YRF IT Skills Programme graduation ceremony



Mr Vladimir Zatsepin, Acronis' Vice President and Head of Singapore R&D, presenting the Acronis-YRF IT Skills Programme Certificate to a Darul Islah resident

The Programme is a 10-year partnership between YRF and Acronis to provide “certified IT training and computer skills” to increase the chances of future employability for those undergoing the reformative process. This joint initiative – Acronis and YRF both developed the IT course together – aims to give back to the community by providing equitable access to an IT education that is vital in the current digital age. Acronis also believe that the project embodies its core mission in the ultimate value of knowledge – something which Jamiyah also holds dearly.

Fifteen Darul Islah’s residents aged 20 to 49 of various educational backgrounds, attended and completed the four weeks’ course with a 100% passing rate – congratulations! With the newly-acquired IT skills which they have attained through hard work and perseverance, we hope that it will help to improve their chances of securing employment in the near future.

In his speech, Chairman of Darul Islah, Dr Isa Hassan said that “initiatives such as this is a necessary and positive step. They (the residents) need both the soft and hard skills that will give them a head start in securing a job and more importantly staying employed.” Dr Isa further added that while job placement rates for ex-offenders have increased steadily in recent years, it is still a challenge to maintain their employability in the long run. Cognizant of this, Darul Islah has introduced the ‘Chariot of Hope’ programme that offers support for ex-residents in areas like counselling and mentoring, including opportunities for them to do volunteer community work.

Jamiyah Halfway House

Farewell and Fare Well in a New Beginning

Mr Mohamad Faizal Abas, Acting Head of Jamiyah Halfway House (Darul Islah), wanted to make its residents' last day there – those who have completed the 6-month programme – “an emotional and historic moment”. In the past, the resident will make his own way to Changi Prison to complete his discharge process. After discussing with Dr Isa Hassan, Chairman of Darul Islah, they decided to introduce a simple yet meaningful send-off ceremony, akin to a family bidding adieu to a member who is leaving for a new home or country.

On the morning of the resident's release day, staff and residents will gather together to make *du'a* (supplication) for him. This will be followed by the resident giving a short speech before walking out and meeting a 'line-of-honour' formed by other residents. “We hope the ceremony will inspire him to make the best of his new chapter in life. For the rest, it serves



Mr Faizal Abas (left), Acting Head of Darul Islah and other residents reciting a du'a for Mr 'Yahya' (centre) in the send-off ceremony

as an encouragement that their turn will come – so stay positive and make the most of the various programmes we have for them,” says Mr Faizal who will then drive the resident to Changi.

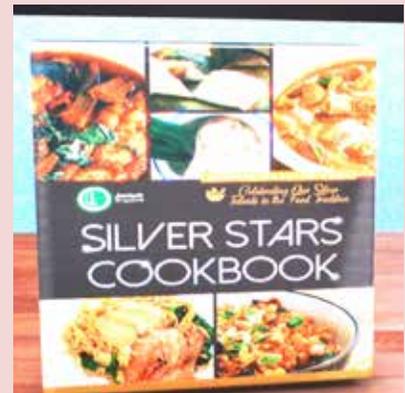
Darul Islah also helps its residents in other ways. An example is its own Work Employment Unit which connects both residents and former residents with businesses for job placement opportunities. This has enabled it to assist Mr 'Yahya' (not his real name), the first resident to experience the official send-off ceremony, in finding suitable employment during his time at the institution. There are also Workforce Skills Qualifications (WSQ) courses to equip residents with relevant skills to improve their chances of securing work after they leave the Halfway House, such as the Acronis-YRF IT Skills Programme (see “100% Passes – Well Done, Darul Islah Residents!” story) on the opposite page.



Farewell and fare-well hugs between bros

Jamiyah Nursing Home

Preserving the Culinary Legacy of Seniors



A treasure trove of forty-six classic recipes from residents and volunteers of Jamiyah Nursing Home

About International Day of Older Persons

In December 1990, the United Nations General Assembly designated 1 October as the International Day of Older Persons to raise awareness of the impact of a greying population so that individuals, communities and governments can work together to ensure that seniors can live their sunset years with dignity.



Master Chef at work – Mdm Suriah who contributed nine recipes to ‘Silver Stars Cookbook’, demonstrates how to cook ‘Ayam Masak Bombay’ and is observed by Assoc Prof Faishal (left) and Mr Jambaree

In celebration of the International Day of Older Persons (IDOP) 2018, Jamiyah Nursing Home (Darul Syifaa) launched *Silver Stars Cookbook – Celebrating Our Talents in the Food Tradition* which features forty-six recipes contributed by the Home’s residents and volunteers.

The Guest-of-Honour for the occasion was Assoc Prof Dr Muhammad Faishal Ibrahim, Senior Parliamentary Secretary for Social and Family Development and Education. In his speech, Assoc Prof Faishal said that the IDOP event and cookbook launch signified the “importance of respecting our senior citizens and appreciating their talents that are valuable to be passed to our future generation.”

Madam Suriah Wakee Yon who contributed nine recipes said that “the younger generation should have access to our family treasures cooked by our mothers and grandmothers.” The retired police officer who suffers from Parkinson’s disease spoke fondly of her mother’s *Oxtail Rendang* recipe which was served on special occasions like birthdays. Another contributor, Mr Jambaree Ahmad, who shared a recipe for *Sambal Tumis Ikan Bilis*, said that he was very proud to share his family recipe. “In those days, we did it by hand using mortar (a cup-shaped receptacle in which

ingredients are crushed or ground) and pestle (a heavy tool with a rounded end) – now it’s easier with blenders!”

Indeed, caring for the welfare of seniors is one of Jamiyah Singapore’s institutional values for over two decades since the opening of Jamiyah Home for the Aged (Darul Takrim) in 1997 and Jamiyah Nursing Home (Darul Syifaa) in 2002. As affirmed by President of Jamiyah Singapore, Dr Mohd Hasbi Abu Bakar, “Other than continuously improving our services and programmes for our seniors in our Homes, we also look for meaningful ways to celebrate their lives and learn from their wealth of experience. The *Silver Stars Cookbook* is a tribute to our seniors that while they may be in their twilight years, they’re still cherished and treasured for their part in making Singapore what it is today.”

The IDOP event was made more memorable with the official opening of Care Garden – a labour of love involving children from Jamiyah Kindergarten and their parents, its teachers, and Jamiyah Nursing Home’s residents.

In its Strategic Plan last year, Jamiyah Nursing Home (Darul Syifaa) focused on improving productivity and operational efficiency with innovation and building of staff capabilities. Among the slew of initiatives introduced was the Efficient Shower Project which garnered the Productivity and Innovation Merit Award at the Agency for Integrated Care (AIC) Community Care Excellence Awards 2018. Working closely with the Health Ministry, AIC and other community partners, we have been able to continuously expand and improve our programmes and services for our residents.

In line with the government's efforts to enhance the Intermediate and Long Term Care (ILTC) for Singapore's ageing population, we launched several Productivity and Innovation Initiatives for Eldercare last November. The Guest-of Honour at the event was Mr Amrin Amin, Senior Parliamentary Secretary for Health and Home Affairs.

Jamiyah Nursing Home Teamwork - Our Key to Success



Staff receiving their ELNEC (End-of-Life Nursing Education Consortium) certificates, congratulated by (3rd from left) Mr Tiwari, Dr H M Saleem, Mr Amrin Amin, and Dr Mohd Hasbi Abu Bakar

For example, Para Robotics is an equipment that stimulates and elicits emotional responses for residents with dementia; Shower chair/lifter facilitates easier transfer of bedbound residents to the bathroom; and the HUR Rehabilitation Equipment provides a systematic quantitative and qualitative exercise regime for the residents. President of Jamiyah Singapore, Dr Mohd Hasbi Abu Bakar, is confident that once the residents can feel the benefits of using the new equipment, they will be inspired to further improve their health. JNH also introduced the Comfort Care facility at its premises "to allow residents to spend their end days in private and surrounded by their loved ones and it took us around a year to build up the necessary staff capabilities," says the Home's Director, Mr Satyaprakash Tiwari.

Mr Amrin also launched the 'Cycling Without Age Singapore' programme that connects youths with seniors through trishaw rides and officiated the opening of the Advance Care Planning (ACP) Clinic, making Jamiyah the first Muslim Missionary Organisation to launch the ACP Clinic for the general public. The ACP is a series of discussions to assist patients in making informed decisions on their preferences of their health and personal care. With the Clinic, JNH will also become an ACP node in the community and several staff have been trained and certified as Advance Care Planning (General) Facilitators.



A night to remember for Darul Takrim residents at the 'Zainalabidin featuring Headwind Concert' at the Esplanade on New Year's day!

Jamiyah Home For The Aged

An Esplanade Concert Treat for Darul Takrim Residents

Nineteen residents from Jamiyah Home For The Aged (Darul Takrim) were invited to the 'Zainalabidin featuring Headwind Concert' at the Esplanade – Theatres on the Bay on New Year's Day. The 2-hour plus show brought plenty of joy and good old memories of the 1980s for the residents as the band played many of its famous classic hits during its heyday including 'Segala Mungkin' (Anything Is Possible) and 'Kita Serupa' (We Are Similar).

The Esplanade Community Engagement team shares that the concert invitation was made possible thanks to the generous support of donors and sponsors which has enabled it "to bring the joy of the arts through specially planned arts programmes and experiences" to beneficiaries of Voluntary Welfare Organisations (VWOs) such as Darul Takrim.

Ms Fadhilah Md Sharip, a Personal Care Officer (PCO) of Darul Takrim said that the residents had a really good time and enjoyed themselves at the concert. "It was a fun and memorable way to start the New Year for the residents as many of them know the band's songs and Zainal's (the band's lead singer) antics had them in stitches," she says.

One of the residents, Mr 'Rahmat' (not his real name), was happy and grateful for the chance to attend a real 'live' concert for the first time. "The only performances I watched in the past were by music bands during Malay weddings at the void decks in the late 70s," he reminisced.

The residents were accompanied by two staff members, making the concert outing just like a family get-together to celebrate the start of a brand new year. "It was wonderful seeing the residents singing along during the concert although it was their first time watching a performance at the Esplanade," adds Ms Fadhilah.

A Helping Hand to Uplift and Transform Lives

Since its inception in October 2015, the Community Outreach and Development Department (CODD) has expanded our scope of service from providing provisional support to implementing systematic programmes such as ‘Empowering and Caring for Families’ (ECF) and ‘Family Excellence Circle (FEC)’ for the disadvantaged. These programmes aim to equip participants with the relevant skills to manage and overcome their challenges, and to strive for a brighter future.

To date, we have run five groups of ECF and FEC programmes involving ninety participants who have since progressed to becoming FEC-Alumni members where they continue their



You can make a difference too! Join us as a volunteer at Jamiyah FoodBank and lend a helping hand during our food distribution events



From left: Dr Mohd Hasbi Abu Bakar, Jamiyah's President; Special Guest Mr Mohamed Abdullah Alhabshee; and Dr H M Saleem, Jamiyah's Vice-President I, distributing the Chinese New Year goodies to a beneficiary

journey of life-long learning, one of Jamiyah’s core values. Some of the hands-on courses provided include baking and the art of arranging wedding gifts (gubahan). This year, they will be guided on how to use their Skills Future credits to acquire more entrepreneurial skills to help them start small-scale home-based business.

Last November, in collaboration with Muslim Health Professional Association (MHPA), we registered thirty-two boys from needy families for the annual Mass Circumcision event. Together with MHPA’s fifty staff and volunteers from Nanyang Polytechnic, the CODD team ensured that boys’ rite of passage to adulthood went on smoothly. As the cost of the procedure ranges from \$350 to \$500, the complimentary service provided by the MHPA enabled the families to save a few hundred dollars each.

More recently, leading to the Chinese New Year, our beneficiaries also received a Fu Dai (fortune bag) from Heartwarmers Volunteer Group and Jamiyah FoodBank, consisting of food items and a \$150 Hong Bao. The Special Guest during the event was Mr Mohamed Abdullah Alhabshee, husband of Mdm Halimah Yacob, President of the Republic of Singapore. “I am really grateful to Jamiyah and Heartwarmers for their help. The Hong Bao will definitely enable my family to enjoy a happier Chinese New Year,” said Mr Ong, one of the Fu Dai recipients.

Upholding Tradition, Embracing Innovation



From left: His Excellency Dr Mohamed Omar Abdulla Balfaqeeh, Ambassador of the United Arab Emirates to Singapore; Dr Hussin Mutalib, Chairman of Jamiyah Education Centre; His Excellency Mohamed Ahmed Fathi Abulkheir, Ambassador of Egypt to Singapore; Professor Maged El-Kemary, Rector and President of Kafrelsheikh University; and His Excellency Saad Saleh Al Saleh, Saudi Arabia's Ambassador to Singapore, with Little Huffaz students at their Graduation Ceremony

Little Huffaz Graduation Ceremony

The annual Little Huffaz Graduation Ceremony, to celebrate the dedication of students, teachers and parents, was held together with the Opening Ceremony of the Kafrelsheikh Arabic Language Workshops on 6th October 2018 at Jamiyah Singapore. The Egyptian Ambassador to Singapore, His Excellency Mohamed Ahmed Fathi Abulkheir, was in attendance as the Guest-of-Honour along with other ambassadors from Saudi Arabia, the United Arab Emirates,

Uzbekistan, Oman and Indonesia. The honourable guests and members of the audience were treated to impressive performances which showcased the Quran memorization and recitation skills of Little Huffaz students aged 4 to 6 years old.

The daily Little Huffaz programme – which has produced close to 200 graduands since its inception in 2013 - is conducted at various centres like Jamiyah Kindergarten, Jamiyah Childcare Centre, Brainy Bunch Hougang and Brainy Bunch Pasir Ris. Besides memorizing the whole of Juz ‘Amma within 3 years, these students are also taught basic Tajweed rules using a book called Tajweed Made Easy, written by Imam Umar Farooq of The Quran Academy, Canada.

Akuztika – Da’wah through Music



Look out for more Akuztika videos from our Marcom team - watch them all at Jamiyah Singapore's Facebook!

Spreading the Message of Islam has always been at the heart of Jamiyah’s core activities.

As part of finding new and creative ways to engage the younger generation, our Marcom team has produced a series of Akuztika videos which fuses music with da’wah. Featuring Mr Shahrul Faizie and Mr Yazri Malik on guitar, the duo explored key themes such as life, love and the hereafter. For the Hajj season, they produced a special video with media personality Mr Husin Saaban who shared his early reservations about embarking on the pilgrimage but later became one of the most treasured moments in his life. “Our main objective was to encourage anyone who has doubts about going to Hajj to discard them; if they have the means and the opportunity to be the guest of Allah SWT, they should make the most of the privilege,” says Mr Husin.

Bringing Out the ‘Fun’ in Fundraising on Flag Day



Thank you, Singapore! Every cent makes a difference to the lives of the needy

Jamiyah Singapore held its Annual Flag Day on Saturday, 13 October 2018. From 7am to 7pm, about 300 staff, family members and volunteers went around the island to over 30 locations with donation tins canvassing for funds to support Jamiyah’s various programmes.

For this Flag Day, instead of using the usual stickers to give to donors, the Organising Committee created a wallet-sized calendar for 2019 with information on various ways of donating to Jamiyah with a list of its welfare services. The Committee decided on the calendar giveaway instead of the sticker because it was more practical for donors and a good way to keep the Jamiyah brand in their minds. Indeed, the overall feedback received was positive: many donors welcome the novelty of receiving the calendar and took time to read the information provided on Jamiyah services.

“Yes, I know Jamiyah!”

Both staff and volunteers shared that when they approached members of the public for donation and mentioned that it was for Jamiyah’s Flag Day, quite a number replied that “Yes, I know Jamiyah!” This was very encouraging as it showed the high degree of awareness of Jamiyah’s brand name among the various communities in Singapore.

To help raise more funds for the Flag Day collection, all staff were each given a tin a week earlier to collect donations from family members, relatives and friends. The initiative which was started last year had received good support thus was retained by the Fundraising Department. From this staff effort, more than \$18,000 was raised.

Among the volunteers were eleven students from Woodgrove Secondary School who took part in the Flag Day as part of their Community Involvement Programme (CIP). Mdm Rahimah Beevi, Principal of Jamiyah Global Child Development Centre @ Woodlands, who coordinated with the school said that “We deeply appreciate the students’ participation as it was around the period for their final exams.” All students were awarded a Certificate of Appreciation to thank them for contributing to the success of Jamiyah Singapore’s Flag Day 2018.



Students from Woodgrove Secondary School joined the Flag Day to collect donations to help the needy

Core Values that Drive Jamiyah Singapore

In a 2017 Forbes article entitled 'How to Define Your Organization's Values', Greg Satell, author of *Mapping Innovation*, wrote that because "values are easy to write down, but hard to live up to...they so often become nothing more than empty platitudes." After all, how often have we heard words such as service, excellence, innovation, integrity and respect from leaders but only to discover or experience a completely different reality later on?

So while most business leaders can effortlessly rattle their organisation's values, very few can answer Satell's follow-up question: "What do these values cost you?" This imperative was highlighted by management expert Patrick Lencioni in a Harvard Business Review article where he cautions that, "If you're not willing to accept the pain real values incur, don't bother going to the trouble of formulating a values statement."

Since its establishment in 1932, Jamiyah Singapore is well-known as an organisation that champions the universally-cherished values of service and compassion for the underprivileged in society regardless of colour and creed. Internally, like other organisations, we also have a set of core values developed together by the management and staff to serve both as an operational and moral compass to guide us in our communications and interactions with others.

"Family is the most important thing in the world" – Princess Diana

As a not-for-profit organisation, we provide a wide range of social services and educational programmes to help improve and uplift the lives of needy families in our society. It is thus not uncommon for us to dip into our kitty to ensure that the needs of our beneficiaries – whom we consider a part of our extended family – are taken care of. Indeed, Family is an important core value in Jamiyah as we believe that treating and caring for each other like family members would better forge a close-knit, more harmonious and nurturing working environment. In fact, this kindred spirit of gotong royong (helping one another) is most evident during Jamiyah events where staff from both our Headquarters and Centres chip in to do their part.

Knowledge – Elixir for the Mind

One of the distinctive hallmarks of Jamiyah Singapore is its cradle-to-grave services – infant and child care centres, kindergartens, Homes for at-risk children, the destitute and elderly, Food Bank, etc. Hence it is imperative that every staff member be au fait with the latest trends and developments in their respective professional domains to enable them to better serve clients, stakeholders, patrons and the wider community. As Peter Drucker once said, “We now accept the fact that learning is a lifelong process of keeping abreast of change. And the most pressing task is to teach people how to learn.” To achieve this, our Human Resources Department has an ongoing ‘Skills Renewal’ programme for staff to attend relevant seminars and courses at subsidised rates.

We also tap into the expertise and resources of our extensive network of partners from both the government and private sectors. This approach helped Jamiyah Nursing Home win the Productivity and Innovation Award in August 2018 (see story on page 11).

Inclusivity – Welcoming Talents from the Global Village

In addition to our ‘home team’ of staff comprising Singaporeans from different ethnic communities, we are proud to have among our Jamiyah family employees from various nationalities from several Asian countries such as Malaysia, the Philippines, Myanmar, India, Bangladesh and China. This rich diversity was showcased during the Nurses’ Day get-together organised to honour healthcare staff for their dedication and commitment in caring for the elderly residents at the Nursing Home. As noted by Ms Gladys Malunes Mae Madamo, a teacher at Jamiyah Global Childcare Development Centre @ Woodlands, “I deeply appreciate Jamiyah’s open and inclusive practice of hiring employees regardless of race, or faith.”

Equality (Equity) – Level Playing Field for Everyone

As an equal-opportunity employer, our career advancement paths are one and the same for both men and women - the ablest, regardless of gender - will go farthest and rise highest. Jamiyah has several women leaders throughout its organisation such as Ms Zubaidah Osman who is helming Jamiyah Home for The Aged; Ms Zuraidah Mohd Din heads the Finance Department; Ms Chelvi Rajahkan is the Principal of Jamiyah Global Child Development Centre @ Tampines; Mdm Nurull Yasotha and Mdm Faridah Ajis are leading Jamiyah Kindergarten and Jamiyah Childcare Centre respectively; and Mdm Nora Rustham is the Chairperson of the Women and Family Department.

To be sure, there are other fundamental values that we in Jamiyah treasure and uphold such respect, integrity, accountability and transparency which are featured in some of the stories and articles in this issue. The sample four values highlighted above were chosen by the Editorial Board members in a vote – a micro example of the democratic process which is also an ethos of Jamiyah Singapore.

“
People
don’t care
how much
you know
until they
know
how much
you care.”

Theodore Roosevelt

Jamiyah Singapore:



The Children Choir from the Church of Jesus Christ of Latter-day Saints wowed the audience at the Exemplary Mother Award Ceremony in October 2018 with a wonderful performance



Mr Amrin Amin (3rd from right), Senior Parliamentary Secretary for Health and Home Affairs, flanked by Dr Mohd Hasbi Abu Bakar, President of Jamiyah Singapore (4th from left), at the launch of Jamiyah Nursing Home's Productivity and Innovation Initiatives for Eldercare in November 2018



Children from Jamiyah's 'Little Huffaz' programme performing a dramatisation of Surah 'Al-Fil' (The Elephant) during their Graduation Ceremony in October 2018



Jamiyah Pre-schoolers put up a dazzling show at their Graduation Ceremony held at the Marine Parade Community in November 2018



Senior Management officials of Jamiyah attended the 16th Meeting of the Supreme Council for Education, Science and Culture for Muslims outside the Islamic World in Chile in October 2018, organised by Islamic Educational, Scientific and Cultural Organization (ISESCO)



Mr Rustom and Mdm Shirin Ghadiali, and His Excellency, Mr O.L. Ameerajwad, Acting High Commissioner of Sri Lanka in Singapore at the Felicitation High-Tea for Mr Ghadiali



A warm welcome for the guests from a group of Jamiyah Nursing Home residents together with some volunteers during the launch of Productivity and Innovation Initiatives for Eldercare last November



Students from Jamiyah Global Child Development Centre @ Woodlands on a field trip to Jamiyah Food Bank

Events & Happenings



The top three finalists for the inaugural Exemplary Young Mother Award



Her Excellency Ms Lynn McDonald, Canada's High Commissioner to Singapore, during her visit to Jamiyah last December, with Singapore's Honorary Consul General in Toronto, His Excellency Mr Chia-Yi Chua



Healthcare staff of Jamiyah Nursing Home performing during the Hand Hygiene Celebration event in September 2018 to mark the successful implementation of the project



From left (front row): Dr Hussin Mutalib (Chairman, Jamiyah Education Centre) and Dr Isa Hassan (Vice-President III, Jamiyah) with delegates from Seri Begawan Religious Teachers University College during their visit in January 2019



It's all smiles from the Jamiyah Education Centre team after the launch of the Arabic Language Workshop programme last October in collaboration with Kafrelsheikh University of Egypt



Mdm Nazhath Faheema, Chairman of Jamiyah Youth Committee, giving a presentation during the sharing session with DMDI Youth Delegates in November 2018



Extra Chinese New Year joy for Jamiyah's beneficiaries as they received food items and a \$150 Hong Bao during the annual Fu Dai distribution jointly organised with Heartwarmers Volunteer Group in February 2019



NUR HATZRIKKA

**Admin Officer,
Jamiyah Home For The Aged**
Length of service: 4 months

I started out my career working as a Property Officer with a real estate organisation which provided me with several years of experience in managing and maintaining estate facilities. The fast paced, professional environment trained me to be customer-oriented as I had to respond swiftly to meet the needs of clients. However, I felt that the job wasn't really something that I wanted to do all my life. I wanted a job that I would feel happy doing and can give me a sense of satisfaction and fulfilment.

I accepted the opportunity to work in Jamiyah Singapore as an Admin Officer at Jamiyah Home For the Aged (*Darul Takrim*). Initially, looking at the job scope, I was not sure if I would be able to perform well. However, I feel that it's a calling, since in 2013, I came for an interview but did not make it. *Alhamdulillah*, this time round I was accepted.

An added reason why I chose Jamiyah is because it provides me with the opportunity to help the Muslim community, especially the less fortunate, and contribute towards a better tomorrow for the Home's residents. There are also many avenues for volunteer work which will enable me to make a positive contribution to the society in general.



USTAZAH ROHANA

**Principal,
Jamiyah Education Centre**
Length of service: 6 months

My journey as a Principal with Jamiyah Education Centre (JEC) has not been a long one. Still, my experiences so far have certainly been memorable. I am given the opportunity to work with wonderful colleagues and superiors who have welcomed me warmly into the team. They have also created a supportive environment that allows for growth and learning, and I am thankful for that.

As the Centre's Principal, I am able to do what I love – spreading Islamic education – and in the process, help to raise JEC's profile at both the national and international level. In my few months in JEC, I've witnessed how JEC has been upping its collaboration with Islamic education experts from several countries like Egypt, Malaysia and Indonesia.

If there is one thing that all these new experiences in JEC have taught me, it is that we never stop learning. I feel blessed to be able to contribute in achieving JEC's mission of equipping the community with Islamic knowledge and values to face the challenges of a globalized world.



MUHAMMAD FADZIL HARRIS

**Marcom Executive,
Jamiyah Singapore**
Length of service: 16 months

I graduated from Jordan's Mu'tah University with a degree in Syariah Islamiah and joined TVAlhijrah as a Broadcast Journalist. I was also a Producer at KOYA TV and a Copywriter at So Real Technology. I joined Jamiyah Singapore in November 2017 as a Producer, Videographer and Editor.

The first few months were quite challenging as I was the only one in the Marcom Studio Department. But *Alhamdulillah*, I was able to manage and persevere until reinforcements came!

I am grateful to be given the opportunity to share my experience and expertise, and contribute to Jamiyah. I love to inspire people through producing compelling and heart-touching videos to tell a story – and Jamiyah has plenty of stories to share with the world. Being the only cradle-to-grave service provider in Singapore – from infant care to aged and nursing homes – I believe Jamiyah has plenty of interesting content to offer, especially to our friends in the media.

I also feel privileged to be part of the Jamiyah family that serves the needy in the community regardless of race or religion. It is a beacon of hope for the less fortunate. And I feel blessed to play a part in its noble service mission.



FARIDAH BTE AJIS

**Co-Manager, ECE & Principal of
Jamiyah Childcare Centre**

Length of service: 13 years, 7 months

I have been with Jamiyah Singapore for more than 13 years now and had tried my level best to contribute towards the betterment of our Jamiyah Early Childhood Education Centres. With over 25 years in the childhood education industry, I have accumulated a wealth of experience and expertise.

The Childcare Centre has consistently secured the 2-year licence approved by the Early Childhood Development Agency. I facilitated inter-school collaborations for our centres - especially with international schools in Singapore - with a view to enhance and upgrade our programmes. I also led the establishment of a full-fledged infant care and childcare centre at Woodlands and Ang Mo Kio and more recently, I was also involved in the efforts to expand our new existing childcare facilities in Tampines.

Other than my activities with the childcare centres, I am also the Vice-Chairperson of Jamiyah's Women and Family Department (which oversees one of Jamiyah's hallmark event, the annual Exemplary Mother Award), and Chairperson of Jamiyah Farshana Club.



MUNIKAH

**Housekeeper,
Jamiyah Children's Home**

Length of service: 13 years, 8 months

Working at Jamiyah Children's Home (*Darul Ma'wa*) is both challenging and demanding as I am serving the needs of children who not only come from different family backgrounds, but also have their own unique personalities. My responsibilities include maintaining the cleanliness of the Home's environment and ensuring that the children's well-being is taken care of.

This include the various housekeeping duties such as general cleaning, doing the laundry, sweeping and mopping, and vacuuming of the *musollah* (prayer area). My daily routine consists of waking up the children at 5am for the *Fajr* prayers and getting them ready for school. I will then prepare their meals for the day - breakfast, lunch, tea break, dinner and supper.

Here at Jamiyah, I feel very fortunate to be given the opportunity to attend courses that can help me to upgrade my skills. Given my extensive work experience, I aim to continue working at *Darul Ma'wa* for many more years to come.



SYAZWANI SYAFAWATI

**Designer,
Jamiyah Singapore**

Length of service: 10 years, 2 months

Being a Designer at Jamiyah Singapore for 10 years has given me many opportunities to showcase my skills and creativity. I started here as an intern and stayed on after my internship ended. Indeed, during my early days, my design ideas were often challenged as design is a very subjective matter; in fact, till today, I am still developing and upgrading my skills. However, I am glad to say that over time, I was able to understand and know the kind of design style that is required by an organization such as Jamiyah.

I always try my level best to create a professional as well as modern look for any collaterals being tasked of me, such as pull-up banner, posters, books, and other materials that are required by the different Jamiyah's Homes and Centres. I am grateful to have many opportunities to experiment with different design styles which has helped to enhance my creative flair and expand my portfolio. I am also thankful to my colleagues for their constant guidance and encouragement to come up with fresh new designs, including for the cover of this *Voice Of Islam* magazine! The previous issue was about 'Preparing Jamiyah For The Future' - and I look forward to help Jamiyah make further leaps in the years ahead, *Insyallah*.



19th DMDI CONVENTION 2018

“Towards Greater Social, Economic
& Cultural Collaboration”

Konvensyen Dunia Melayu Dunia Islam Ke-19

Memperkasa kerjasama sosial,
ekonomi dan budaya

Konvensyen Dunia Melayu Dunia Islam (DMDI) yang ke-19 telah dianjurkan dengan jayanya oleh Jamiyah selaku Sekretariat DMDI Singapura pada 16-18 November 2018. Persidangan 3 hari itu menyaksikan pertemuan lebih dari 200 delegasi dari pelbagai negara anggota DMDI yang berjumlah 23 kesemuanya termasuk Singapura, Malaysia, Indonesia, Brunei, Thailand, Kemboja dan Cina.

Bertemakan ‘Persidangan Antarabangsa Ekonomi, Masyarakat dan Budaya’, konvensyen itu bermatlamat untuk menggalakkan kerjasama di kalangan ahli-ahli Anggota DMDI khususnya dalam bidang bisnes, perdagangan serta sosial dan budaya di mana negara-negara ahli DMDI amat kaya dengan sumber aslinya.

Di antara tokoh-tokoh terkemuka yang hadir di konvensyen tersebut adalah: Yang Berhormat Tan Sri Dr Haji Mohd Ali B Rustam, Presiden DMDI; Yang Berhormat Bpk Dr H Nurdin Basirun, Gabenor Kepulauan Riau merangkap Naib Pengerusi DMDI; Yang Berhormat Bpk Wali Nanggroe Aceh, Tengku Malik Mahmud Alhaythar; serta Oknha Yang Berhormat Datuk Othsmn Hassan, Menteri Kanan Bertanggung Jawab Bagi Misi Khas Kemboja dan Pengerusi DMDI Kemboja.

Dalam ucapan beliau di pembukaan forum konvensyen itu yang diadakan di Max Atria di Singapore Expo, Presiden DMDI, Tan Sri Dr Haji Mohd Ali B Rustam yakin pertubuhan itu akan terus maju dan jaya. Beliau menggalakkan ketua-ketua wakil negara anggota DMDI mempelajari dari pengalaman negara perwakilan yang lain dan memuji Jamiyah Singapura yang berjaya mengendalikan berbagai khidmat masyarakat dan bekerjasama dengan semua golongan masyarakat tidak kira bangsa dan agama.

Forum itu bertujuan menjana lebih banyak kerjasama sosial, ekonomi dan kebudayaan bukan sahaja di antara negara anggota DMDI malah dengan negara-negara yang lain. Di antara penceramah yang mengongsi pengalaman dan idea mereka adalah: Dr Nur Rahman, Ketua Pegawai Eksekutif Brunei Halal; Datuk Sharabuddin b Kudus, Pengurus Besar, Yayasan DMDI; Dato’ Shukri Abdullah, Pengasas & Ketua Pengarah Eksekutif, Pameran Antarabangsa Halal, Malaysia; dan Encik Zuraimi Jumaat, Pengarah Eksekutif, PureGood.



Encik Mohd Hosni bin Abdul Malik (Ketua, Penyelidikan & Pembangunan Jamiyah) di sesi perkongsian Jawantankuasa Belia Jamiyah dengan Delegasi Belia DMDI

Sebuah jamuan makan malam juga telah diadakan yang dihadiri oleh Tetamu Terhormat Dr Mohd Maliki Osman, Menteri Negara Kanan (Pertahanan dan Ehwal Luar). Dalam ucapannya, Dr Maliki mengucapkan syabas kepada Dr Mohd Hasbi Abu Bakar, Presiden Jamiyah, yang juga Pengerusi Sekretariat DMDI Singapura, di atas usaha gigih beliau menganjurkan konvensyen tersebut.



Para anggota Biro Ekonomi Antarabangsa DMDI bersama para VIP (dari kanan): Dr Mohd Hasbi Abu Bakar, Presiden Jamiyah; Yang Berhormat, Dr Mohamed Omar Abdulla Balfaqeeh, Duta Besar Amiriah Arab Bersatu ke Singapura; dan Presiden DMDI, Tan Sri Dr Haji Mohd Ali Rustam

“Di dalam dunia yang berubah-ubah dengan pelbagai cabaran baru terutama dari sudut ekonomi dan perdagangan, saya berharap para peserta dapat mengambil kaedah dan pendekatan baru untuk membina jaringan kerjasama dan memanfaatkan sumber-sumber yang sedia ada di kalangan negara anggota DMDI,”

Dr Mohd Hasbi Abu Bakar,
Presiden Jamiyah Singapura

Satu lagi acara dalam majlis yang meriah tersebut ialah penyampaian anugerah-anugerah oleh Dr Mohd Maliki Osman kepada individu-individu yang telah menyumbang kepada pembangunan sosial, budaya dan ekonomi dalam dunia Melayu dan dunia Islam. Tiga tokoh dari Singapura yang telah diberi anugerah adalah Dr HM Salem (Anugerah Hang Tuah), Puan Imelda Sarkasi (Anugerah Tun Teja) serta Haji Mohd Noor Mohd Said (Anugerah Tokoh Budaya).

Di antara resolusi konvensyen tersebut adalah penekanan terhadap dua tunggak ekonomi iaitu, Pelancongan Halal dan Perdagangan Halal bagi memperluaskan ruang, memperkukuhkan peluang dan memaksimumkan potensi perdagangan kesemua 23 negara ahli DMDI. Ini



Dr H M Saleem (kiri), Naib Presiden I Jamiyah, menerima Anugerah DMDI Hang Tuah dari Dr Mohd Maliki Osman (kanan), Menteri Negara Kanan (Pertahanan merangkap Ehwat Luar), diperhatikan oleh Tan Sri Dr Haji Mohd Ali Rustam

akan mempermudah lagi para usahawan menjalin kerjasama dan membentuk jaringan bisnes yang lebih rapat serta menguntungkan semua pihak. Satu lagi inisiatif yang dicadangkan adalah ‘Jamboree Keusahawanan’ bagi membina rangkaian perniagaan di kalangan para anggota negara DMDI.

Syabas dan dirgahayu DMDI.....merentas sempadan menjalin jaringan perniagaan, menggalas dan menuntas seni budaya, membangun masyarakat Melayu /Islam yang mandiri dan berjati diri!

In Honour of All Mothers

Exemplary Mother Award 2018



Ms Bibi Fatimah Sheikh Muhammad, 55, was the proud winner of the 26th Exemplary Mother Award, Jamiyah Singapore's signature annual event which was held at the Mandarin Orchard Singapore on 20 October 2018. Ms Ju-ann Thong, 35, won the inaugural Exemplary Young Mother Award, a new category that honours mothers below 40 years old who have shown resilience in overcoming life's challenges, displayed entrepreneurial spirit, and are contributing to society in their own ways. Mdm Bibi received the Presidential Shield, a \$6,000 cash prize, plaque and certificate while Ms Thong received a \$2,000 cash prize, plaque and a certificate.



From left: Ms Sim Ann, Senior Minister of State for Culture, Community and Youth, and Communications and Information, and Ms Claire Chiang, Chairman of the panel of judges. Ms Bibi Fatimah Sheikh Muhammad, winner of the 26th Exemplary Mother Award was flanked by President Halimah Yacob, her husband Mohamed Abdullah Alhabshee, and Dr Mohd Hasbi Abu Bakar (right), President of Jamiyah Singapore

The event was graced by Her Excellency, President of the Republic of Singapore, Mdm Halimah Yacob and her husband Mr Mohamed Abdullah Alhabshee, Ms Sim Ann, Senior Minister of State Senior for Culture, Community and Youth, and Ms Claire Chiang, Chairperson, Panel of Judges for the Awards. In her speech, President Halimah said that in "today's context, celebrating motherhood has become even more important as people have conflicting demands on their time and a wide variety of options on what to do with their lives." She also hopes that the compelling and heart-warming stories of the Award nominees "will inspire other mothers and give hope to the many who are struggling to raise their families."

And Here Are The Winners' Inspiring Stories...

Mdm Bibi Fatimah's resilience was tested when her husband had to stop work due to illness. "I felt there was no hope. It was a sudden event and I fell into depression," she recalls. But she pulled herself together to become the sole breadwinner and her husband's main caregiver. She picked up typing and was able to secure an administrative role in Singapore Post. She also monitored her children's schoolwork and was gratified when two of them graduated with university degrees and one with a polytechnic diploma.

For Ms Ju Ann Thong, she had to take on three jobs to support the family after her husband was diagnosed with cancer. To help her manage her multiple duties, she roped in her older son to help with some of the chores as she feels it is a good way to teach him time management, responsibility and independence.



From left: Ms Claire Chiang; Ms Ju-ann Thong, inaugural winner of the Exemplary Young Mother Award; Ms Sim Ann; and Mdm Nora Rustham, Chairperson of Jamiyah's Women and Family Dept.



Mr Ghadiali receiving the 'tanjak' (a traditional Malay headgear) from Dr H M Saleem (Vice-President I of Jamiyah), observed by (from right) Mr R Dhinakaran (Vice Chairman, Hindu Endowments Board) and His Excellency, Mr O.L. Ameerajwad (Acting High Commissioner of Sri Lanka)

Honouring a Champion of Interfaith Peace

“Everyone can be an IRO ambassador,”

said Mr Ervad Rustom Ghadiali at the Felicitation Hi-Tea organised by Jamiyah Singapore in recognition of his contributions to interfaith harmony in Singapore. The Inter-Religious Organization (IRO) is Singapore's multi-faith organisation dedicated to promoting religious harmony and turns 70 this year.

A priest of the Zoroastrian faith, Mr Ghadiali has served in the IRO for more than 30 years and was also its president for three terms (2000, 2009 and 2017). He has also helmed the Parsi Singapore Zoroastrian Association, Rotary Club of Raffles City Singapore and the Singapore Kindness Movement.

In March last year, Mr Ghadiali was presented with the IRO Award which is given to those who have demonstrated leadership and contributed significantly in interfaith efforts. Indeed, the award was a fitting tribute to his decades-long contributions, as commended by IRO's Vice-President 1, Mr K. Kesavapany: “We owe it to Mr Ghadiali and other members of the pioneering generation for the peace and happiness that we enjoy.”

Recalling the changing social climate following the 9/11 incident which occurred during his first term as IRO President, Mr Ghadiali said, “IRO wasn't that active before 9/11 took

place. The incident spurred us in taking on a more active role in promoting good ties across all religions. For the first time in Singapore, a lot of people started pointing fingers and we felt that this could lead to negative consequences if the situation continued. To us, a terrorist is a terrorist; he can be from any religion or any country - why do we have to point fingers and spoil our harmony here?” He also believes that it is important to prepare the youths of today to take on leadership roles which will enable them to share with their peers on the value and importance of religion.

Mr Ghadiali also had a very good relationship with the late President of Jamiyah, Mr Haji Abu Bakar Maidin. “I enjoyed working with the late Mr Abu Bakar Maidin. He was a very fair man and Jamiyah has played a very important role in maintaining interfaith peace and harmony in Singapore.” This is not surprising since Jamiyah was a founder-member of the Inter-Religious Organization when it was formed before Singapore's Independence.



Minister Masagos' Courtesy Visit to Jamiyah

From left: Dr Hussin Mutalib (Chairman, Jamiyah Education Centre); Dr Isa Hassan (Vice-President III), Dr Mohd Hasbi Abu Bakar (President of Jamiyah); Mr Masagos Zulkifli (Minister for Environment and Water Resources, and Minister-in-charge of Muslim Affairs); Dr H M Saleem (Vice-President I); and Mr Yunos Shariff (Vice-President II)

Mr Masagos Zulkifli, Minister for Environment and Water Resources, and the new Minister-in-charge of Muslim Affairs, visited Jamiyah Singapore in November 2018.

Jamiyah leadership had a heart-to-heart discussion and sharing about current issues of the day, especially relating to matters of importance to our Malay/Muslim community and Singapore as a whole. We also highlighted to him the wide and diverse range of social, educational, welfare and other services that are being offered by our Homes, Departments and Centres, and the many new initiatives that we recently launched so that we will continue to be relevant and useful to those we serve, including the thousands of needy recipients in our Beneficiaries' List.

On his part, the Minister shared his assessment about the progress and challenges facing the Malay/Muslim community, discussed his plans to strengthen collaboration among Malay/Muslim organizations, the roles that he expected institutions such as MUIS, MENDAKI and MESRA to perform, and acknowledged the valuable contributions that organizations such as Jamiyah Singapore have made over the years.

Jamiyah's management was represented by our President, Dr Mohd Hasbi Abu Bakar, the three Vice-Presidents, and other senior officials.

Welcoming Our First Visitors for 2019

On 2 January 2019, Jamiyah Singapore hosted a 26-member delegation from Seri Begawan Religious Teachers University College led by Ustaz Hj Mohd Azmi bin Hj Omar, Deputy Dean of the Faculty of Usuluddin. The delegates were briefed by Jamiyah officials including Dr Isa Hassan, Vice-President III, Dr Hussin Mutalib, Chairman of Jamiyah Education Centre, and Dr Nizam Mohamed Hamzah, Director of Corporate Planning & Strategy.

The visit was part of the ‘*Rihlah Ilmiah*’ programme organised by the Faculty’s Kelab Fikrah to forge ties with tertiary students and Muslim communities in other countries with different social and cultural environments from Brunei Darussalam. They visited our Pre-school centres and toured Jamiyah Kindergarten for a first-hand look at the programmes provided. They also made a stop at the FoodBank premises at Tannery Lane as they were impressed when told that it is managed by a team of full-time staff and volunteers in comparison to their setup which is a volunteer-run enterprise.



The Seri Begawan Religious Teachers University College delegation at Jamiyah Kindergarten



Our young visitors were keen to be involved in Jamiyah’s volunteer programmes for the needy

On 4 January 2019, our Clementi Student Care Centre welcomed about fifty Year 5 students from NUS High School of Math and Science. This was part of their Humanitarian Education (HE) projects that focus on four domains: Healthy Living, Education, Smart-nation and Community. “The HE programme seeks to inspire our students to think critically about the needs of the community through their observations and interactions and to use their talents in STEM (Science, Technology, Engineering and Mathematics) to care for humanity and the environment,” says Hsiao Yu Jer who co-ordinated the visit.

The students were briefed by Mr Halim Aliman (Director of Human Resource and Community Outreach and Development) who shared the challenges faced by the underprivileged with real-life examples and how Jamiyah helps them through its various welfare services. The sharing session certainly piqued the students’ interest as they wanted to know more about how they can volunteer their services to benefit Jamiyah’s beneficiaries.

Translations

Nilai Asas Yang Memacu Jamiyah Singapura

Dalam sebuah rencana Forbes 2017 yang bertemakan ‘Bagaimana Hendak Mendefinisikan Nilai Pertubuhan Anda’, pengarang buku ‘*Melakar Inovasi*’ Greg Satell menulis, “oleh kerana sesuatu nilai itu mudah untuk ditulis tetapi sukar untuk didukung maka ia sering kali menjadi kata-kata biasa sahaja”. Mentelah lagi kerap kita mendengar kata-kata seperti khidmat, kecermelangan, inovasi, integriti dan penghormatan daripada para pemimpin dari banyak negeri. Malangnya, pengalaman dan realiti yang kita lalui sering kali berbeza dari kata-kata mutiara yang diungkapkan itu.

Maka sementara kebanyakan pemimpin perniagaan dapat dengan senangnya mengisahkan nilai pertubuhan mereka, hanya segelintir sahaja yang boleh menjawab soalan susulan Satell: iaitu: “Apakah harga nilai-nilai ini kepada anda?” Kepentingan ini telah diberi perhatian oleh pakar pengurusan Patrick Lencioni dalam rencana ‘*Havard Business Review*’ di mana beliau mengingatkan: “Jika anda tidak rela menerima akibat keperitan nilai sebenarnya yang terjadi maka jangan menyusahkan diri untuk merumuskan erti nilai-nilai anda.”

Sejak penubuhannya dalam tahun 1932, Jamiyah Singapura dikenali sebagai sebuah pertubuhan yang memperjuangkan nilai-nilai sejagat yang dihargai, seperti berkhidmat kepada golongan yang kurang berupaya di kalangan masyarakat kita tanpa mengira kaum dan kedudukan mereka. Seperti pertubuhan lain, kami juga mempunyai rangkaian nilai-nilai asas yang dibentuk bersama-sama pihak pengurusan dan kakitangan yang berperanan dalam memandu kami di dalam aspek komunikasi dan berinteraksi dengan orang lain secara berkesan.

“KELUARGA: Keluarga adalah sesuatu yang amat penting di dalam dunia” – Puteri Diana

Sebagai sebuah pertubuhan bantu diri yang menawarkan rangkaian program khidmat sosial dan pendidikan bagi membantu memperbaiki dan meningkatkan kehidupan keluarga yang memerlukan di kalangan masyarakat kita, maka kami menyanjung tinggi institusi keluarga. Kami menggunakan sumber-sumber kami untuk memastikan keperluan para penerima bantuan Jamiyah, yang kami anggap sebagai sebahagian dari anggota keluarga besar Jamiyah.

Malahan, ‘keluarga’ adalah nilai asas di Jamiyah Singapura kerana kami percaya bahawa menyantuni dan sifat keprihatinan terhadap kesejahteraan bersama sebagai sebuah keluarga dalam menjaga kepentingan di antara satu sama yang lain, akan lebih berkesan di dalam pembentukan sekitaran yang lebih harmoni dan membangun. Mentelah lagi semangat gotong-royong amat ketara semasa perlaksanaan acara-acara Jamiyah di mana kakitangan - sama ada dari ibu pejabat mahupun pusat-pusat kegiatan - bekerjasama memainkan peranan masing-masing.

ILMU: Membuka dan Memperkasa Minda

Salah satu mercu tanda Jamiyah Singapura yang terserlah adalah khidmat-khidmat dari buaian hingga ke liang lahad, pusat penjagaan bayi dan kanak-kanak, tadika, rumah penjagaan kanak-kanak dari keluarga bermasalah, warga tua yang terbiar, bank makanan dan lain-lainnya. Maka amatlah penting bagi setiap kakitangan mengikuti tren dan perkembangan terkini di dalam bidang kepakaran masing-masing. Ini akan membolehkan mereka berkhidmat dengan lebih baik kepada klien, pihak-pihak yang berkepentingan, penaung dan masyarakat umum.

Seperti yang pernah dinyatakan oleh pakar pentadbiran Peter Drucker, “Kita sekarang ini menerima hakikat bahawa pembelajaran adalah proses sepanjang hayat mengikuti arus perubahan. Dan tugas yang mendesak adalah untuk mengajar orang ramai bagaimana untuk terus belajar. Bagi mencapai matlamat ini, Jabatan Sumber Manusia kami mempunyai program “Pembaharuan Kemahiran” bagi kakitangan Jamiyah menghadiri seminar dan kursus yang relevan. Kita juga mengambil manfaat kepakaran dan sumber daripada jaringan rakan-kongsi di sektor pemerintah dan swasta. Pendekatan ini - sebagai contoh - telah membantu Rumah Rawatan Jamiyah untuk memperolehi Anugerah Produktiviti dan Inovasi dalam bulan Ogos 2018.

INKLUSIVITI: Menarik Bakat-bakat dari Perkampungan Dunia

Selain dari staf tempatan yang terdiri dari warga Singapura dari berbagai kaum, kami berbangga mempunyai pelbagai warga asing seperti dari Malaysia, Filipina, Myanmar, India, Bangladesh dan Cina. Kepelembagaan yang kaya ini dapat dilihat semasa perjumpaan Hari Jururawat yang dianjurkan untuk mengiktiraf pekerja kesihatan bagi dedikasi dan komitmen mereka dalam menjaga penghuni warga emas di rumah rawatan Jamiyah. Seperti yang disebut Puan Gladys Malunes Mae Madamo, seorang guru di Gopal Child Development Centre @ Woodlands (GCDC@ Woodlands), “Saya amat berbesar hati dengan dasar terbuka Jamiyah yang membuka peluang pekerjaan kepada semua tanpa mengira bangsa dan agama.”

ADIL DAN SAKSAMA: Peluang untuk Semua Maju Jaya

Sebagai majikan yang memberikan peluang kerja yang saksama, tahap peningkatan kerjaya adalah sama bagi lelaki dan wanita – yang paling layak, tanpa mengira jantina, berpeluang mencapai tingkatan kerjaya sejauh mungkin dan setinggi mana yang mereka inginkan. Umpamanya, Jamiyah mempunyai beberapa pemimpin wanita seperti Puan Zubaidah Osman yang menerajui Rumah Warga Tua, Puan Zuraidah Mohd Din yang mengetuai Jabatan Kewangan, Puan Chelvi Rajahkan, Guru Besar di Gopal Child Development Centre @ Tampines, Puan Nurull Yasotha yang mengetuai Jamiyah Kindergarten dan Puan Faridah Ajis di Jamiyah Childcare Centre, serta Puan Nora Rustham sebagai Pengerusi Jabatan Wanita dan Keluarga.

Terdapat juga lain-lain nilai asas yang kami hargai dan dukung di Jamiyah seperti sifat hormat, integriti, tanggung jawab dan ketelusan yang dikisahkan dalam beberapa artikel di dalam penerbitan ini. Empat nilai yang ditampilkan di sini telah dipilih oleh Lembaga Pengarang menerusi proses undian - jelas menunjukkan contoh mikro bagi proses demokrasi yang juga merupakan satu nilai penting di Jamiyah Singapura.

ويرتفع إلى أعلى ارتفاع والجمعية لديها العديد من القيادات النسائية في جميع أنحاء منظمها مثل السيدة زبيدة عثمان التي ترعى دار التكريم للمسنين والسيدة زريدة محمد الدين التي ترأس الإدارة المالية والسيدة تشيلفي راجاكان مديرة المركز العالمي لتنمية الطفل في تمبونيس.

ومن المؤكد أن هناك قيم أساسية أخرى أننا في الجمعية كنز ودعم مثل الاحترام والنزاهة والمسؤولية والشفافية الذي سيرسم بعض القصص والمقالات في هذا العدد. وقد تم اختيار القيم الأربعة التي تم تسليط الضوء عليها من قبل أعضاء هيئة التحرير بطريقة التصويت - وهو مثال صغير على العملية الديمقراطية والتي هي أيضا روح جمعية الدعوة الإسلامية بسنغافورة.

بامتلاك موظفين في الجمعية من مختلف الجنسيات من عدة دول آسيوية أمثال إندونيسيا وماليزيا والفلبين وميانمار والهند وبنغلاديش والصين. تم عرض هذا التنوع الغني خلال عيد الممرضات والذي تم تنظيمه لتكريم موظفي الرعاية الصحية لتفانيهم والتزامهم في رعاية المسنين في دار الشفاء التابعة للجمعية. ولاحظت الأنسة غلاديس ملونيس ماي مدامو، مدرسة في المركز العالمي لتطوير رعاية الطفل التابع للجمعية يقع في وودليندس حيث قالت: "أقدر بعمق سياسية الجمعية المفتوحة الشاملة من التعاقد مع الموظفين بغض النظر عن العرق أو الدين".

المساواة - فرص متكافئة للجميع

وباعتبار رب عمل متكافئ الفرص، فإن مسارات التقدم الوظيفي هي واحدة لكل الرجال والنساء - فالأقصى ، بغض النظر عن نوع الجنس سيذهب إلى أبعد الحدود



القيم الأساسية التي تقود بها جمعية الدعوة الإسلامية بسنغافورة

المستفيدين - الذين نعتبرهم جزءاً من عائلتنا الممتدة - ويتم الاعتناء بهم. في الواقع تمثل الأسرة قيمة جوهرية هامة في الجمعية حيث أننا نؤمن بأن الاعتناء والرعاية بعضنا البعض مثل أفراد العائلة من شأنه أن يربط بيننا عمل مترابطة أكثر انسجاماً وتناغماً ورعاية. وفي الحقيقة، هذه الروح العريقة من التعاون المسعى عندنا "غوتونغ رويونغ" في اللغة الملايوية هي الأكثر وضوحاً خلال مناسبات الجمعية حيث يتواجد الموظفون من كل فروع لم يد العون.

المعرفة - اكسير للعقل

واحدة من السمات المميزة لجمعية الدعوة الإسلامية بسنغافورة هي خدماتها من المهد إلى اللحد أمثال مراكز رعاية الأطفال ورياضهم وحضاناتهم والدور الخيرية للأطفال المعرضين للخطر والمعوزين والمسنين وبنك الطعام الخ. ومن ثم يجب على كل موظف أن يتعامل مع أحدث الاتجاهات والتطورات في مجالاته المهنية لتمكينه من تقديم خدمة أفضل للعملاء وأصحاب المصلحة والجهات الراعية والمجتمع أكثر توسعاً. وكما قال بيتر دراكر ذات مرة: "نحن الآن نقبل حقيقة أن التعلم هو عملية تستمر مدى الحياة من أجل مواكبة التغيير. وتتمثل المهمة الأكثر إلحاحاً في تعليم الناس كيفية التعلم". لتحقيق ذلك، فإن قسم الموارد البشرية بالجمعية لديه برنامج "تجديد المهارات" المستمر للموظفين لحضور الحلقات الدراسية والدورات ذات الصلة بالمعدلات المدعومة. كما نستفيد من خبرات وموارد شبكتنا الواسعة من الشركاء من كل من الحكومة والقطاع الخاص و ساعد هذا النهج دار الشفاء التابعة للجمعية على الفوز بنيل جائزة الإنتاجية والابتكار في أغسطس ٢٠١٨م.

الشمولية - الترحيب بالموهب من القرية العالمية

بغض النظر عن الفريق المحلي الذي يضم موظفين سنغافوريين من مختلف أعراق المجتمع، فإننا نفخر

في مقال فوربيس عام ٢٠١٧م بعنوان "كيفية تحديد قيم منظمك". كتب جريج ساتيل، مؤلف كتاب "رسم الخرائط الابتكار" ذلك لأنه "من السهل كتابة القيم، ولكن من الصعب تطبيقها ... أنها غالباً ما تصبح أكثر من مجرد تفاهات فارغة. بعد كل ذلك كم من المرات سمعنا كلمات مثل الخدمة والامتياز والابتكار والتزاهة والاحترام من القادة في كل من عالمي السياسة والأعمال ولكن مجرد لاكتشاف أو تجربة واقع مختلف تماماً في وقت لاحق؟

في حين أن معظم قادة الأعمال يمكن أن يهزوا قيم منظماتهم بسهولة، إلا أن قلة قليلة منهم يستطيع الإجابة على سؤال المتابعة الخاص بساتيل: "ماذا تكلفك هذه القيم؟" تم تسليط الضوء على هذه الحتمية من قبل خبير الإدارة باتريك لينسيوني في مقالة "هارفارد بيزنس ريفيو" حيث حذر من أنه "إذا لم تكن على استعداد لقبول تحمل ألم القيم الحقيقية، فلا تكلف نفسك عناء التفكير في صياغة بيان القيم".

اشتهرت جمعية الدعوة الإسلامية بسنغافورة منذ تأسيسها عام ١٩٣٢م بصفة منظمة تدافع عن قيم الخدمة والتعاطف التي تحظى بشعبية في جميع أنحاء العالم من أجل المحرومين في المجتمع بغض النظر عن اللون والعقيدة. داخلياً، مثل المنظمات الأخرى، لدينا أيضاً مجموعة من القيم الأساسية تم تطويرها معاً من قبل الإدارة والموظفين لخدمتهما بوصلة تشغيلية وأخلاقية لتوجيهنا في اتصالاتنا وتفاعلاتنا مع الآخرين.

"العائلة هي أهم شيء في العالم" - الأميرة ديانا

بصفة منظمة غير ربحية والتي تقدم مجموعة واسعة من الخدمات الاجتماعية والبرامج التعليمية للمساعدة على تحسين وترقية حياة العائلات المحتاجة في مجتمعنا، فإنه ليس غريباً بالنسبة لنا أن نضع بعض التبرعات في صندوق لضمان تلبية احتياجات

2017-ம் ஆண்டு புகழ்பெற்ற போர்ப்ஸ் இதழில் புத்தகங்களின் படப்பிடிப்பு என்னும் நூலின் ஆசிரியர் கிரேக் ஸ்டால் உங்கள் நிறுவனங்களின் மதிப்பீடுகளை எவ்வாறு விளங்குவீர்கள் என்னும் கேள்விக்குப் பின்வருமாறு கருத்துத் தெரிவிக்கிறார். மதிப்பீடுகளை மிக எளிதாகப் பதிவு செய்துவிடலாம். ஆனால் அவற்றை தத்தம் நிறுவனங்களின் உயிர்மூச்செனக் கருதி செயல்படுத்திடுவது நடைமுறையில் கடினம். அவை பெரும்பாலும் வெற்றுரையாகவே நின்றவிடுகின்றன. சீரிய பணி, உன்னதம், புத்தாக்கம் அரசியலிலும் வணிகத்துறையிலும் நிலவும் நேர்மை மற்றும் நன்மதிப்பு போன்ற சொல்லாடல்கள் நடைமுறையில் வெவ்வாறாகத் தென்படுவது கண்கூடு.

வணிகத்துறை சார்ந்த தலைவர்கள் தத்தம் நிறுவனங்களின் மதிப்பீடுகள் குறித்து பொடுபோக்காக பலப்படப் பேசினாலும் மதிப்பீடுகளின் உண்மையான மதிப்புதான் என்ன என்னும் ஸ்டாலின் இன்னொரு கேள்விக்கு இவர்களிடம் சரியான பதில் இல்லை. ஹார்வர்ட் வர்த்தகப்பள்ளியின் ஆய்வேட்டில் நிர்வாக இயல் வல்லுநர் பேட்ரிக் லென்சியோனி மதிப்பீடுகளின் முக்கியத்துவம் குறித்துப் பேசும்போது நீங்கள் மதிப்பீடுகளை நடைமுறைப் படுத்துவத்திலுள்ள வலியை ஏற்றுக்கொள்ளத் தயாரில்லை என்றால் ஏன் நிறுவனங்களின் மதிப்பீடுகளைத் தயாரிப்பதில் மெனக்கெடுகிறீர்கள் என்பார்.

ஜாமியா அறநிறுவனம் உருவான 1932 முதல் ஏற்றுக்கொண்டு நடைமுறைப்படுத்திவரும் நிறுவன பொது மதிப்பீடு இனம், சமயம் கடந்து தேவையுள்ளோர்க்கு நலப்பணிகள் செய்தல் என்பது. ஏனைய நிறுவனங்களைப்போல் ஜாமியாவின் ஒவ்வொரு பணித்துறையும் தமக்கான அடிப்படை மதிப்பீடுகளை நிர்வாகிகள் மற்றும் அலுவலர்களின் கருத்துக்களின் அடிப்படையில் செயல்பாட்டு மற்றும் அறநோக்குசார்ந்த தொடர்புகளுக்கும்

தகவல் பரிவர்த்தனைகளுக்கும் தக்க வழிகாட்டியாக உருவாக்கி வந்துள்ளன.

**குடும்பமே ஆகச் சிறந்த நிறுவனம்-
இளவரசி டயானா**

கல்வி உள்ளிட்ட பல்வேறு நலப்பணிகளை நிறைவேற்றிக்கொண்டிருக்கும் அற நிறுவனமாகிய ஜாமியா அடித்தட்டுப் பயன்ட்டாளர்கள் நலன் கருதி தமது பொது நிதியிலிருந்து இவ்வகை பணிகளை நிறைவேற்ற ஆகும் செலவினங்களை ஏற்று செயல்படுத்திவருகிறது. குடும்ப உணர்வு ஜாமியாவின் அடிப்படை மதிப்பீடுகளில் ஒன்று. நிறுவனத்தில் பணியாற்றும் அனைவரையும் குடும்பம்போல் கருதி ஒன்றாய் ஒற்றுமையாய் சேர்ந்து செயலாற்றிச் சிறப்பது ஜாமியாவின் மேற்பட்ட மதிப்பீடுகளில் தலையாயது.

**அறிவாற்றல்- மனம் செழிக்கும்
மாமருந்து**

மழலையர் முதல் முதியோர் வரை பயன்பெறும் பல்வேறு தனித்திறன் சார்ந்த நலப்பணிச் செயல்திட்டங்களை ஜாமியா செயல்படுத்தி வருகிறது. இச்செயல்திட்டங்கள் செவ்வனே செயல்பட இங்கு பணியாற்றும் அலுவலர்களும், அதிகாரிகளும், தொண்டியர்களும் தத்தம் துறை சார்ந்த வெளியில் நிகழும் சேவைத்தரம், வளர்ச்சி மற்றும் ஆய்வுக்குறிப்புகள் மற்றும் செயல்பாட்டு அணுகுமுறைகள் குறித்த நாட்டமும் அக்கறையும் கொண்டு அவைகுறித்த புரிதல் உள்ளவர்களாக இருத்தல் வேண்டும் என ஜாமியா விரும்புகிறது.

நிர்வாக இயல் வல்லுநர் பீட்டர் டிரக்கர் குறிப்பிடுவதுபோல் கல்வி வாழ்நாள் முழுக்கத் தொடர்வது என்பது இப்போது எல்லோராலும் ஏற்றுக்கொள்ளப்பட்ட ஒன்றாகிவிட்டது. மாற்றங்கள் குறித்த புரிதலையும் தெளிவையும் தொடர்கல்வி வாய்ப்புக்கள் ஏற்படுத்தித் தரும்.

அதன்மூலம் நமது பணிகளை சிறப்பாகவும் செம்மையாகவும் நிறைவேற்ற முடியும். ஜாமியாவின் மனித வளத்துறை ஏற்படுத்தியுள்ள திறன் வளர்ச்சி புதுப்பித்தல் திட்டம் இங்கு பணியாற்றும் அதிகாரிகளும் தொண்டுழியர்களும் பயன்பெறும் சிறந்த திட்டம். இத்திட்டத்தின் மூலம் உரையரங்குகள், பயிலரங்குகள் ஆகிவற்றில் ஊழியர்கள் கலந்துகொள்ள வகைசெய்யப்படுகிறது. கல்விக் கட்டணச் சலுகை, பயிற்சிக்கான உதவித்தொகை பெற உதவுதல் போன்ற பணிகளால் ஜாமியாவின் அலுவலர்கள் பயன்பெறுவதோடு தொழில்முறை நிறுவனங்கள் மற்றும் அலுவலர்கள் நம்மீது நம்பிக்கையும் மதிப்பும் காட்டத் தொடங்கியுள்ளனர். இதன் பலனாய் நமது சேவைகள் குறித்த நம்பகத்தன்மை அதிகரித்துள்ளது. காட்டாக நமது ஜாமியாவின் தாதிமை இல்லம் 2018-ம் ஆண்டின் உற்பத்தித்திறன் மற்றும் புத்தாக்கச் சேவைக்கான விருதினை சுகாதார அமைச்சிடமிருந்து பெற்றுள்ளது.

ஒருங்கிணைவு - பன்னாட்டுத் திறன் பயன்பாடு

உள்ளூர் குடிமக்கள் மற்றும் நிரந்தரவாசிகள் தவிர குறிப்பிட்ட எண்ணிக்கையில் பல நாடுகளைச்சார்ந்த முழுநேர ஊழியர்கள் ஜாமியாவில் பணியாற்றுகின்றனர். வங்கதேசம், இந்தியா, பிலிப்பீன்ஸ், மியன்மார், இந்தோனேசியா, பாக்கிஸ்தான், இலங்கை, மலேசியா, சீனா போன்ற பல்வேறு நாட்டவர்கள் அதிகாரிகளாகவும் அலுவலர்களாகவும் தொண்டுழியர்களாகவும் ஜாமியாவில் பணியாற்றுகின்றனர். இத்தகைய பன்முகத்தன்மை சில தனித்த பண்பாட்டுக் கலவையாக சில குறிப்பிட்ட நிகழ்வுகளிலும் கொண்டாட்டங்களிலும் மிளிர்க் காணலாம். காட்டாக அண்மையில் ஜாமியா தாதிமை இல்லம் கொண்டாடிய தாதியர் தினத்தில் இதனைக் கண்கூடாகப் பார்க்க முடிந்தது. நமது குளோபல் மழலையர்

காப்பகம் (தாம்பளீஸ்) ஆசிரியை கிராமல் ஜாமியாவின் ஒருங்கமைத்த பாகுபாடற்ற பணிச்சூழலைப் பாராட்டுகிறார்.

சமநோக்கு - திறன் முதன்மைக் கொள்கை

தகுதியும் திறனுமுள்ள அனைவர்க்கும் வாய்ப்பு என்னும் பணிக்கொள்கையைக் கையாளும் ஜாமியாவில் இன, மொழி, சமயம் மற்றும் பாலினப் பாகுபாடின்றி தகுதியுள்ளோர் பதவி வகிப்பதும், மேம்பாடுகாண்பதும் கண்கூடாகக் காணமுடிகிறது. இங்கு குறிப்பிடத்தக்க எண்ணிக்கையில் மகளிர் உயர் பொறுப்பில் உள்ளனர். காட்டாக, ஜாமியா முதியோர் இல்ல நிர்வாகி சுபைதா உஸ்மான், நிதித்துறை மேலாளர் சுரைடா ஹாஜி முஹம்மது தீன் மழலையர் பள்ளியின் முதல்வர் யசோதா நூசல், மழலையர் காப்பகம் (தம்பளீஸ்) முதல்வர் செல்வி ராஜாக்கன் மகளிர் மற்றும் குடும்ப மேம்பாட்டுத்திட்ட பொறுப்பாளர் நூரா ருஸ்தம், மழலையர் காப்பகம் (அங் மோகியே) மேலாளர் பரீதா அஜீஸ் ஆகியோரை குறிப்பாகச் சொல்லலாம்.

இந்த இதழில் இடம்பெறும் வேறு சில பதிவுகளில் ஜாமியாவில் கடைபிடிக்கப்படும் மற்றும் சில மதிப்பீடுகளான நிறுவனத்தின் உள்ளும் வெளியேயும் மதிப்பும் மாண்பும் பேணுவது, நேர்மை, கடப்பாடு, வெளிப்படைத்தன்மை போன்றவை குறித்தும் பேசப்படக் காணலாம். ஜாமியாவில் கடைபிடிக்கப்படும் முதன்மை மதிப்பீடுகளை ஆசிரியர் குழு கூடிப்பேசி தேர்ந்தெடுத்துள்ளது. இதுவும் ஜாமியாவில் கடைபிடிக்கப்படும் அடித்தள ஜனநாயகம் பேணலுக்கு மற்றுமொரு எடுத்துக் காட்டாகும்.

Jamiyah Singapore 的核心价值观。

在 2017 年福布斯题为“如何定义组织的价值观”的文章中，Greg Satell, Mapping Innovation 的作者写道，“价值是很容易写下来的，但它是很难实践.....。它们经常变成空洞的陈词滥调。我们常听到政治和商业界领导人谈到言词如服务，卓越，创新，诚信和尊重等话语但我们后来会发现或体验完全不同的现实呢？

很多企业领导者会毫不费力地抨击其组织的价值观，很少有人可以回答 Satell 的后续问题：“这些价值观会让您付出多少代价？”管理专家，Patrick Lencion, 在哈佛商业评论文章中强调了这一点，“如果你不愿意接受真正的价值观所带来的痛苦，请不要费心去制定一个价值观。”

自 1932 年成立以来，Jamiyah 新加坡就是一个知名的组织服务着社会中的弱势群体，无论其肤色和信仰如何。Jamiyah 新加坡与其他组织一样有着一套由管理层和员工共同制定的核心价值观。这既是运营和道德指南，也指导我们与他人的沟通和互动。

“家庭是世界上最重要的项目” - 戴安娜王妃

作为一个非营利性组织，我们提供了广泛的社会服务和教育计划以改善和提升社会需要的帮助的家庭，使受益人都得到了恰当照顾。Jamiyah 相信像家人一般的照顾会形成一个更好更紧密和更谐和培育的工作环境。事实上，在许多 Jamiyah 的活动，我们总部和服务中心的工作人员都尽其所能的实践了 *gotong royong* 的精神。

知识 - 思想的灵药

其中一个新加坡 **Jamiyah** 的独特标志是提供了从摇篮到坟墓的服务 - 婴儿和幼儿中心，幼儿园，高危儿童之家，贫困和老年人，食物银行等。因此，每位工作人员都必须了解各自专业领域的最新趋势和发展，这使他们能够更好地为客户，利益相关者，顾客和更广泛的社区服务。正如 **Peter Drucker** 说过的那样，“我们现在必须接受一个事实，即是学习是一个掌握相关的变化的终身过程而最紧迫的任务是教人们如何学习。”为实现这一目标，我们的人力资源部门正在进行'技能更新'计划，以津贴的价格让员工参加相关的研讨会和课程。我们也利用广泛的政府和私营机构合的资源去实践这个目标。这使得 **Jamiyah Nursing Home** 在 2018 年 8 月赢得了生产力和创新奖。

包容性 - 欢迎来自全地球村的人才

除了由来自不同民族的新加坡人“主队”之外，我们还拥有来自马来西亚，菲律宾，缅甸，印度，孟加拉国和中国等几个亚洲国家的不同国籍的 **Jamiyah** 家庭员工。这如此丰富多样的文化在护士节期的聚会展示了出来。这聚会是为了认同医护人员在养老院照顾老年居民的奉献精神和承诺。正如伍德兰兹全球儿童保育发展中心的老师 **Gladys Malunes Mae Madamo** 女士所说的那样，“我非常感谢 **Jamiyah** 的雇佣员工的做法，不分种族或信仰。”

平等 - 公正公平的竞争环境

作为一个雇主，无论性别如何，最有能力的人会走得最远并且最高。**Jamiyah** 组织有几位女性领导人，如 **Zubaidah Osman** 女士在为 **Jamiyah Home for the Aged** 工作；**Zuraidah Mohd Din** 女士正领导财务部门；**Chelvi Rajahkan** 女士是 **Global Child Development Centre @ Tampines** 的负责人。

Jamiyah 还有其他基本价值观如尊重，诚信，责制和透明度。这些价值观将在本期的一些故事和文章中体现。这四个价值观由编辑委员会成员在投票中选出 - 这是民主进程的一个例子，也是新加坡 **Jamiyah** 的一种精神。



CERAMAH BULANAN II
ANJURAN PUSAT PENDIDIKAN JAMIYAH (JEC)

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Singapore

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Islam dan
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Sejarah & Masa
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Sumbangan
Badan-Badan Islam
dan Masjid



Moderator
Dr. Hussin Mutalib

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Bermula 5 Okt 2018

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Dr. Walid Jumblatt
Abdullah (NTU)
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mencorak pengalaman
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Dr. Bibi Jan Md
Ayyub (BEBAS)
Islam dan Generasi
Milenial



Dr. Norshahrii
Saat (ISEAS)
Beberapa kemajuan
dan cabaran umat Islam
Singapura masa kini



Dr. Tuly Raihanah
Mostarom (MUIS)
Muslim Singapura dan
Muslim Asia Tenggara:
Suatu Perbandingan



Dr. Imran
Tajudeen (NUS)
Sejarah & perkembangan
pembinaan Masjid
di Singapura



Dr. Mustafa
Izzuddin (ISEAS)
Sejarah dan
sumbangan
mayarakat Muslim
India di Singapura



Dr. Rufaiyah
A. Jalli (NUS)
Peranan Sains dalam
menghuraikan isu-isu
hukum Islam di
Singapura



Dr. Mubarak Habib
Mohamed (Bebas)
Pemikiran dan
tamadun
Islam di Singapura



Dr. Nozry
Bahrawi (SUTD)
Mundur atau moden?
Evolusi keagamaan dalam
sastera Melayu Singapura



Dr. Amin Kadir
(Bebas)
Pembelajaran Islam
dalam kalangan Pelajar
Dewasa di Singapura



Dr. Azhar
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Reformisme Islam di
Nusantara dan Singapura:
Suatu perbandingan



Dr. Kamaludeen
Nasir (NTU)
Beberapa cabaran
umat Islam Singapura
masa depan

Tempat terhad, untuk keterangan lanjut silalah hubungi:
Ustazah Zakiah di 9679 5477 atau emel: zakiah@jamiyah.org.sg

Pembayaran melalui bank transfer kepada nombor akaun Maybank, 0414-0952771. Snapshot resit bayaran boleh dihantar kepada 96795477 atau emel ke hajjar@jamiyah.org.sg. Jaminan tempat hanya akan dibuat jika bayaran telah dilunaskan.



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- Jamiyah Childcare Centre
- Global Child Development Centre@Woodlands
- Global Child Development Centre@Tampines
- Jamiyah Education Centre
- Clementi Student Care Centre
- Rivervale Student Care Centre
- Jamiyah@West Coast

Welfare Homes :

- Jamiyah Children's Home (Darul Ma'wa)
- Jamiyah Home for the Aged (Darul Takrim)
- Jamiyah Nursing Home (Darul Syifaa)
- Jamiyah Halfway House (Darul Islah)

Women and Family Services

Missionary and Public Relations Services

Community Outreach & Development :

- Jamiyah Welfare Services
- Jamiyah Counselling Centre
- Jamiyah Legal Clinic
- Jamiyah iCounsel
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