

A young girl with dark hair, wearing a red coat and a small gold earring, is smiling and looking up. She is holding an open book with a colorful illustration of a landscape. The background is a warm, textured wall.

JUSOOR 2018 ANNUAL REPORT



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About Jusoor

In 2011, a global community of Syrian diaspora came together with the goal of building bridges between the boundless potential of young Syrians and their opportunities for education, entrepreneurship and global community engagement. They formed Jusoor - meaning 'bridges' in Arabic.

Since then, Jusoor's programs have expanded and the organization has become a leading global actor in international scholarships, refugee education and entrepreneurial programs for Syrian refugee children and young adults. Jusoor is known for an innovative approach to development challenges, high-velocity execution, the strength of its global strategic partnerships and its active volunteer base.

All of Jusoor's programs are designed to have a multiplier effect: they build the capacity of individuals and empower the next generation of Syrians, which benefit whole communities.

Today, Jusoor has created a global community of impact-driven supporters who are investing in young Syrians to build a better tomorrow.

Jusoor is registered as a US 501c3 nonprofit organization, E.I. Number 45-3842245. Jusoor is also registered as a charity in Canada under number 85063 3371 and the UK under number 1154168.

Since 2011, Jusoor has ...

Directly provided
scholarships to

270

Students

Enabled

358

Academic scholarships
through our network
connections

Mentored

+700

Students

Trained

580

Entrepreneurs

Had

5,737

Syrian children
enrolled in our centers

Employed

113

Syrians as teachers
and administrators

Built a community of

137,934

Been supported by

+350

Volunteers

Entrepreneurship Programs

Jusoor's Entrepreneurship Program

Jusoor is supporting young Syrians to start their own businesses

Refugees are often forced to become entrepreneurs to find creative ways to support themselves and their families.

Jusoor is helping young Syrians' with innovative ideas to establish their own startups and businesses, and in turn creating employment opportunities for the wider community.

Jusoor started its Entrepreneurship Program in 2014, with the aim of creating a strong collaborative community for Syrian entrepreneurs to learn from successful businesses, peers and role models. Jusoor helps guide entrepreneurs through their business development with funding, training and mentorship.

In 2018, Jusoor launched its first Startup Roadshow, the first startup competition for Syrian entrepreneurs in the world.

What are we doing?

Bootcamps

A two week bootcamp where startups undergo intensive training in business planning, financial planning and presentation skills.

Entrepreneurship Competition

Startups graduating from the bootcamp will be evaluated by a panel of judges and top 3 winners will receive a financial award.

Entrepreneurship Mentorship

Experienced mentors will be matched with early-stage startups where they advise on one-on-one basis, while group sessions provide ongoing mentorship to a wider audience.



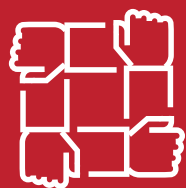
Beirut

Amman

Erbil

Gaziantep and Istanbul

Since 2015...



149

startup supported



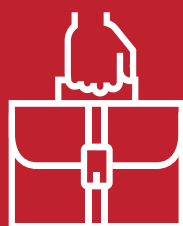
\$415K

invested



580

entrepreneurs
benefited



+5,000

entrepreneurs in our
community

This year...



\$265K

invested in training and
prizes



+237

entrepreneurs
benefited



32%

female applications and
up to 55% have female
co-founders



53

Mentorship sessions
were scheduled with
the teams

Startup Roadshow

A global first competition for Syrian startups

In 2018, Jusoor and SPARK joined forces to bring the world's first competition for Syrian entrepreneurs to the Middle East.

The traveling roadshow toured across five cities to look for and empower Syrian refugee entrepreneurs and bring leading startup experts, mentors, and entrepreneurs to meet with and train participating startups.

As part of the program, Jusoor ran week-long bootcamp trainings in Beirut, Amman, Erbil, Istanbul, and Gaziantep for Syrians with early-stage startups, reaching over 80 teams. These bootcamps aimed to strengthen the skills of young aspiring entrepreneurs by training them in fundamental business skills including business planning, financial planning, business modeling, and investor pitching.

A pitching competition, 'Demo Day' on the final day of the event took place in front of an independent panel of judges, which selected a winner from each track to pitch at SPARK's 'Ignite' conference.

The program provided entrepreneurs with extraordinary opportunities to connect with regional mentors and successful entrepreneurs and role models.

Inspiring Updates from the 2018 Roadshow Participants

- Shiffer, first winner at the Amsterdam bootcamp, won the first place at MIT's Pan Arab Award for the Best Refugees Startup
- Sharqi Shop won the first place for an EU Youth Award
- Tomtom team ran a successful crowdfunding campaign and raised \$2,000 that helped launch their business to the market
- Smart Kids team from Beirut, launched their product on the Android store



A Startup born from the frustration of living outside of Syria

Meet Startup Roadshow winner Shiffer

“I am so thankful for Jusoor. Without the first bootcamp, we could not have transformed Shiffer to what it is today.”

The idea for ‘Shiffer’ started three years ago when Syrian entrepreneur Azhar Al Madani’s daughter was born in the Kurdistan region of Iraq. In order to register his daughter for a Syrian passport, Azhar and his wife had to spend one third of their monthly income to pay for the documentation. The process involved sending their daughter’s birth certificate to Baghdad, Erbil, and Damascus, and finally the family’s hometown of Hama. Once the process was complete, they then had to get the issued Syrian passport from Hama to Kurdistan.

Azhar searched for a solution. By connecting a trust-worthy person already planning to travel from Erbil to Hama, Azhar could ensure his daughter’s registration documents efficiently moved from point A to point B.

Azhar brought his idea to the Jusoor Spark Entrepreneurship Bootcamp in 2018 where he received feedback and support to develop his idea and turn it into a reality. “It was the first time I’d met other Syrian entrepreneurs from all areas of Kurdistan region. Most of us as refugees have similar problems and challenges,” Azhar said.

Azhar quit his job as an engineer to work full time on his startup as well as pursue a micro-master’s degree in supply chain management to improve his expertise in the field. Azhar said, “All my time is for my startup. I have to work every day, I do not have vacations or holidays.”

Azhar still faces challenges kick starting his business. “Being a Syrian refugee it is so difficult to open a bank account, which makes it more difficult to operate a tech startup.” Azhar continued, “Startups need time to generate money, so my family and I have been living for more than one year without any income. We’re relying on my previous savings until Shiffer will start to generate profits. Many times, I lose the hope to continue in my startup, but firstly my wife supports me and believes in me. She pushes me to continue.”

Despite the challenges and with support from Jusoor, Azhar keeps striving. “The support we get from Jusoor give us a big push to continue, because they believe in the value we provide.”

Shiffer will soon be launching. Azhar said, “Soon we will be ready to deploy our marketing strategy and enter the MENA marketplace.” Shiffer has evolved from its original concept and plans to deliver parcels as part of its business. So far, Shiffer has already made 1200 deliveries each month.

Through the support of Jusoor, Azhar is creating what he hopes is “a new shipping generation.” He said, “I am so thankful for Jusoor. Without the first bootcamp that we participated in we could not have transformed Shiffer to what it is today. I thank them all so much for all the help they provide from prizes, to mentoring and networking opportunities.”

Refugee Education Program



Jusoor's Refugee Education Program in Lebanon

Jusoor is bridging the gap between Syrian children's right to learn and their ability to access and succeed in formal education.

Countless Syrian refugee children have never known a time without war. For many the conflict has stolen their childhood and affected their long term physical and mental health, as well as their career prospects for the future. In Lebanon, as a host country, there is a shortfall of learning environments for Syrian refugee children, with only half attending formal learning schools.

Jusoor's Refugee Education Program in Lebanon seeks to ensure Syrian refugees in Lebanon have a holistic, well rounded primary school education and a strong psycho-social support system. The program is designed to prepare students to transition into formal education as smoothly as possible, and catch up on gaps of education that many of Jusoor's students have experienced.

Our education programs have been developed as responses to distinct challenges that students face at Jusoor's educational centers in Jarahiye and Jeb Janine, which are both located in the Beqa'a valley, and the Beirut center. This includes varying levels of education due to the impact of the conflict in Syria.

Education is a critical platform for change and development for the individual student and therefore the Syrian community. Education serves as an effective counteraction to many of the negative effects of displacement. Education offers stability and purpose, opportunities to rebuild social communities, re-establish a routine and provide long term development of skills and knowledge for future generations.

Jusoor's Refugee Education Program provides refugee children with the knowledge and skills to succeed in the future, to combat losing a generation of learning.

Jusoor is bridging the gap between Syrian children's right to learn and their ability to access and succeed in formal education. Many of our students have missed several years of schooling and have fallen behind their age cohort in both skills and knowledge, leading to a decrease in motivation to stay in school. For many, work seems to be a more valuable way to spend their time since many families are in desperate need of funds.

Jusoor's educational centers serve as safe places with classroom routines, which creates a similar environment to formal schools and enables children to quickly settle into a new structured educational system. **Jusoor employs Syrian teachers and administration staff** and creates programs to support students' parents in order to build strong learning communities to help Syrians succeed together.

Jusoor aims to reach each student through simple learning material and enrich their social skills to enhance their well-being. Jusoor works to ensure that each student is mentally stimulated and intellectually challenged in an environment that is safe, geared towards their interests and needs, and one that enables them to grow and develop their confidence and skills.

Jusoor's Refugee Education Centers

Beirut

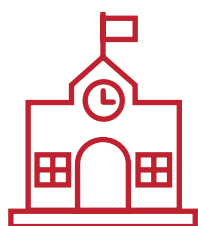
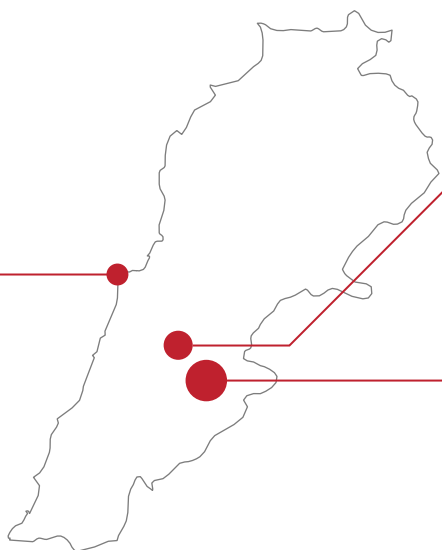
135 students
3 teachers

Jarahieh

318 students
10 teachers

Jeb Jannine

653 students
18 teachers



+3300

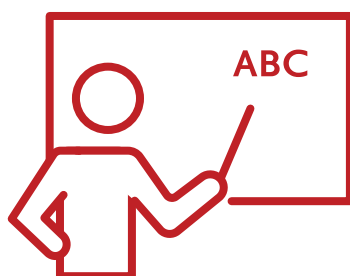
Syrian children accessed education through support from Jusoor in 2018



546.55

Cost per student (USD)

We teach...



Arabic - Math - Science - Physical Education - English - Peace Education - Syrian Identity



Students receive a nutritious meal that gives them energy to learn

Jusoor's 2018 developments in the context of Emergency Education



In 2018, Jusoor's Back to School Primary Program continued to expand at our Jurahiyeh and Jeb Janine centers in the Beqa'a valley of Lebanon, enrolling nearly 1,000 children in classes developed to transition them into formal education. This program was first launched in 2014 and continues to serve Syrian children with a curriculum specially designed to help bridge educational gaps and prepare them for enrollment in Lebanese public schools.

Launch of Bright Futures Early Years Program

In late 2017, Jusoor launched its first early childhood education program, a multi-year class for Syrian children aged 3-5. It was designed by Jusoor's early childhood development and mental

health specialist, Alexandra Chen, in response to research showing that early childhood development and learning is critical for life-long cognitive abilities and mental health.

Due to the impact of conflict and displacement, Syrian children in the communities we serve are vulnerable to damaging effects in their early development stages and therefore it is important that they are supported throughout the early years of their lives. In 2018, the program really took shape with two classes of 25 children each at our Jurahiya centre. Each child is monitored over the year to measure progress in learning and cognitive abilities, and early findings from the program show exciting improvements.



Closing the gap to secondary education for Syrians

Shockingly, less than 2% of Syrian children in Lebanon make it to secondary education, with an estimated 2,000 currently in school at the high school level throughout the entire country. One enormous barrier to their success is passing the Brevet exam at the end of year 9. While 85% of Lebanese youth pass this exam, only 18% of Syrians living in Lebanon do.

In response to this need, in 2018 Jusoor launched a pilot in Beirut – the Jusoor Brevet Support Program – that works with Syrian children and youth at the Intermediate school level to prepare them for the Lebanese Brevet Exam. This course provides intensive study and exam preparation over a 6-month period focusing on Biology, Physics, Math, Chemistry and English. In addition to subject tutoring, the program also provides textbooks, study guides and the fees needed to take the exam itself. This first cohort is expected to sit the Brevet Exam in early 2019.

Spotlight on Brevet Prep Program

Student Ines

“Jusoor built my character. I would have found it very difficult to stay in school, or even to go to school in Lebanon if I had not done this transitional stage with Jusoor first. It made me emotionally stronger and gave me confidence in myself.”

Ines fled to Lebanon five years ago after fleeing her home in Sakbah in the suburbs of Damascus due to the conflict. Ines was only 12-years-old at the time and had no means of accessing the local public school system to continue her education.

Ines's family registered at Jusoor's educational centre. Ines remembers that she was a “shy and introverted” teen who “lacked the confidence to speak up or admit when I didn't understand something.” With support and encouragement from her teachers, Ines flourished and developed into a confident and ambitious young woman.

“I loved my teachers at Jusoor. I didn't speak English at first because they didn't use English at my school in Syria, but thanks to all of the listening and speaking activities here at Jusoor and all the follow-up from the teachers I developed my language skills.”

After two years of studying at the Jeb Jannine centre, Ines graduated from Jusoor and went on to attend public school. Ines recalled, “I was a bit anxious at the beginning because it was a Lebanese school. Once I started, I realized that I didn't need to be nervous because thanks to Jusoor I had the basics that were needed to succeed in school.”

Today, Ines is still in school and is preparing to take the Brevet exam, which she sees as “the first

stepping stone” to her long-term goal of becoming an engineer. She is confident that she will pass, “I am smart, serious, and I have a plan for my future.”

Ines regularly visits Jusoor's Jeb Jannine centre for ongoing remedial support, which is not available at her public school. She said, “I am so grateful for Jusoor. It is a huge help to all the students.”

“Jusoor built my character. I would have found it very difficult to stay in school, or even to go to school in Lebanon if I had not done this transitional stage with Jusoor first. It made me emotionally stronger and gave me confidence in myself,” Ines added.

Ines is lucky to have the support of her parents, four sisters, and the group of friends she made at Jusoor, all of whom are still in school today. Many young Syrians are not as fortunate. Though they have dreams and plans for their future, issues with documentation and pressure to enter into the workforce to help support their families force them to drop out. Ines said, “I would tell other young people to never stop studying because the only thing that is going to get them anywhere in life is an education.”

Scholarship Programs

Jusoor Scholarship Program

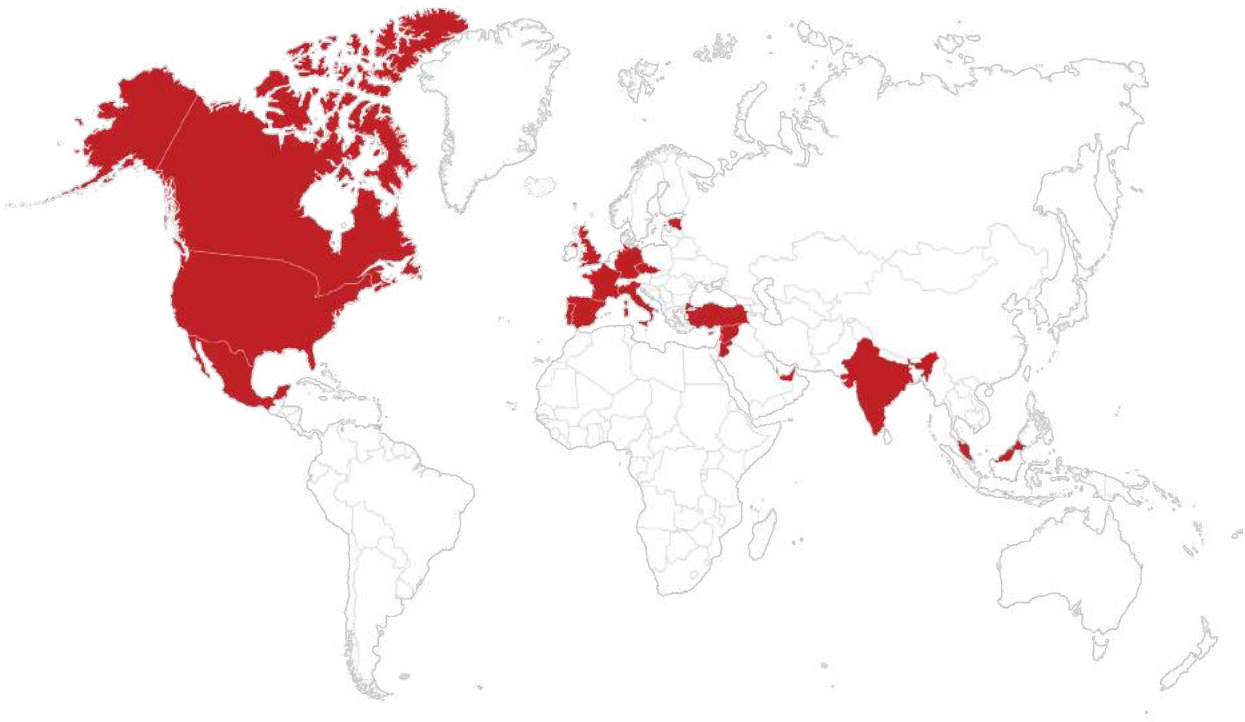
Supporting Syrians studying globally

Only three percent of refugees globally are in higher education. Only five percent of Syrian refugee children are in high school. With millions of gifted Syrians not able to attain a university degree or high school diploma, Jusoor's Scholarship Program builds bridges between the potential of young Syrians and opportunities for further education.

The Jusoor Scholarship Program enables Syrian youth to continue their academic studies and attain an education that will be essential to their futures as well as to the future of Syria. By supporting Syrian students to access excellent education institutions around the world, Jusoor is helping to create the next generation of Syrian leaders and building capacity for the country in years to come.

Scholarships have been awarded to students studying in 20 countries:

Austria, Canada, Cyprus, Estonia, France, Germany, India, Italy, Jordan, Lebanon, Malaysia, Mexico, Portugal, Qatar, Spain, Syria, Turkey, United Arab Emirates, United Kingdom, United States.



25

Scholarships Awarded in 2018

41% female scholars

100 Syrian Women, 10,000 Syrian Lives Scholarship Program



Empowering Syrian women to pursue higher education

Since 2016, Jusoor and its key partners at the Institute for International Education (IIE), Wilfrid Laurier University, Educational Testing Service (ETS), and Education USA have provided 30 bachelor and master scholarships to women pursuing a wide range of studies in the United States, Canada, and the United Kingdom.

In general the 100 Syrian Women, 10,000 Syrian Lives Scholarship is open to Syrian women who have demonstrated exemplary social service with leadership, academic excellence, and civic responsibility, who have characteristics reflecting the importance of empathy, humility, courage, and resilience, and who have the potential to serve as global leaders.

Impact and Results

To date, 30 Syrian female scholars have been supported through the program and their early success has proved inspiring:

- A 100 percent retention rate, with graduates either finding employment following graduation or pursuing further tertiary education
- One alumna received a full scholarship from her alma mater to pursue a Juris Doctorate
- Two graduates having returned to Syria to work (both in their professions of architecture and international development)
- Many current scholars hold teaching assistant and other work study positions on their campus
- The majority of current scholars volunteer within their host communities

Scholarship Programs

Lebanon Scholarship Program

Jusoor launched its Lebanon Scholarship in 2014 to provide gap funding to Syrian and Syrian-Palestinian students pursuing undergraduate degrees in Lebanon. Jusoor modifies its approach for this program every year to adapt to the changing scene of higher education funding in the country, filling the gap in aid to ensure promising students who aren't eligible for other scholarships are able to graduate. This fund is made possible by Syrian and international donors, including the Asfari Foundation. To date 49 students have been awarded scholarships.

Scholars study across a variety of disciplines, including: Accounting, Computer Science, Interior Design, International Business, Biochemistry, Law, and Physical Therapy. Jusoor's mentors have coached these scholars on CV writing, securing remote work, navigating interviews, and other career development topics.

Jusoor-Doha Institute Scholarship for Syrian Students

Since 2017, Jusoor has partnered with the Doha Institute for Graduate Studies (DI) to offer scholarships at the master level in the Social Sciences and Humanities, Public Administration and Development Economics, Psychology, Social Work, and Conflict and Humanitarian Studies. Funding varies by student and may include: full tuition, living stipend, health insurance, and one round-trip travel ticket. To date 31 students have been awarded the scholarship.

Jusoor Hardship Fund

Jusoor launched its Hardship Fund in 2016

to provide gap funding to students enrolled in undergraduate and master programs at academic institutions outside of Syria who are at risk of dropping out because of financial need. To date the program has supported 27 students who have been provided one-time financial assistance of up to \$5,000, which the students can use toward university tuition and fees. The funds are awarded as a loan without interest, with an individual repayment plan developed for each student. Returned funds will support new students in the future.

Jusoor-Amal Foundation Scholarship

Since 2016, the Jusoor-Amal Foundation Scholarship has provided Syrian students in Za'atari Refugee Camp in Jordan with full scholarships at the bachelor and master levels to attend Jordanian universities, including full tuition and a living stipend. The award seeks to bring 'amal,' the Arabic word for hope, to refugees and their host communities by giving youth access to education and the opportunities needed to help them realize their potential. To date nine students pursuing their bachelor degrees at Al Zarqa and Albayt Universities have been awarded the scholarship.

Originally a partnership between Jusoor and the Amal Foundation, the Amal Foundation merged with Jusoor in 2019. The program continues to this day with the same goals and objectives—enabling Syrians from Za'atari Refugee Camp to receive a quality education at the university level in Jordan. Jusoor-Oxford Scholarship for Syrian Students Jusoor and St. Antony's College at the University of Oxford collaborated from 2016-2018 to offer one master-level scholarship per year to three

outstanding recipients. The scholarship included tuition, fees, and a full living stipend for the duration of the study program.

Jusoor High School Study Abroad Program

Since 2016, Jusoor has partnered with United World Colleges (UWC) Syria to support Syrian high school students in their pursuit of attaining a diploma at International Baccalaureate (IB) boarding schools around the world. To date Jusoor has awarded seven students partial scholarships through the program with their high schools contributing the remainder of the scholarship. These students have studied in India, the U.S, Malaysia, and Portugal.

We are grateful to our volunteer High School Scholarship Coordinator, Eric Schulz, for his continued dedication to the program and our scholars since its launch.





Meet 1 of the 100: Basma Hajir

Basma is one of Jusoor's 100 Syrian Women scholars

"I think that Jusoor is funding resilience. Technically, they are funding scholarships, but the deeper thing they are investing in is potential. Jusoor's funding goes to very tangible and needed things, but it also makes the intangible possible. It helps make stories like mine possible."

Thirty-one-year-old Basma has come a long way to become one of Jusoor's 100 Syrian Women scholars. Despite the challenges of growing up as young Palestinian in Syria and attending schools specifically for Palestinian children, Basma excelled and graduated first in her class. As a bright and high-performing student, Basma was encouraged to pursue a career as a doctor or an engineer, but she was determined to pursue her passion for education.

However, the conflict in Syria began and everything changed. "We lived in an area in Aleppo that became a key battleground in 2013-2014," Basma said. While others fled the conflict, Basma and her family decided to stay. "We decided not to easily give up on the lifetime hard work of my mom and dad and not to simply let go of the place where our story began and where our memories are created."

The conflict escalated and Basma and her family were caught up in the siege that followed. "The area was besieged for three months. I remember for the last week of it, we survived on yogurt and bread." Basma continued, "Thinking back to that period of time, I obviously recall they were difficult times but what I find striking is the other type of memories that prevail. Memories of candlelit nights with my uncle playing the guitar. We're singing, telling stories, playing games."

When the siege finally ended, Basma's father was arrested. "I'll have to say that was absolutely the worst moment. I was on the balcony and I saw them taking my dad," Basma said. Thankfully, Basma's father was released a few hours later but Basma and her family had no choice but to flee the conflict. Basma said, "We took nothing with us but a bag we had already prepared full of our official papers, university degrees, and qualifications." Basma's father drove her family to a more secure area where they lived until it was safe to return. Basma said, "After about six months, my dad was able to go back to check on our houses and found our two houses destroyed."

Determined not to lose sight of her goals, Basma found a role teaching English in a school in Aleppo. "There were 70 seventh grade students with various abilities and completely different backgrounds. Dealing with that class was one of the most difficult things I have ever had to do." The experience inspired Basma to pursue a career in education and ensure that young Syrians have access to educational opportunities. She said, "It was then when I started realizing the huge impact of the conflict on the education sector."

Basma applied for a scholarship from the Saïd Foundation in order to pursue a master's degree at the University of Birmingham. However, Basma

faced challenges obtaining a visa to study in the UK and had no choice but to attempt the dangerous journey from Aleppo to Lebanon three times in order to pass the relevant exams.

Basma went on to pursue her MPhil in Education, Globalisation and International Development at the University of Cambridge. Basma recalled, “When I obtained admission to Cambridge, I was undoubtedly over the moon, but my happiness and excitement was incomplete as I knew it’s all about the funding. Without funding, I could never have made it.”

With support from Jusoor, Basma received the Jusoor-Cambridge Scholarship to cover her full tuition and living stipend for the duration of her studies. She focused on researching the quality of education delivered to Syrian students in public schools in Lebanon and identifying policy changes which could benefit these students. Basma graduated with distinction and was awarded a full scholarship from Cambridge to continue her studies.

Today, Basma is undertaking a PhD on education for peacebuilding. Basma is determined to help educate and improve the lives of Syrians affected by conflict. She said, “My plans for the future are mainly around contributing to the education sector in post-conflict Syria.”

Basma is deeply affected by the conflict in Syria and hopes to bring a sense of normality to children’s lives through education. She said, “These experiences enabled me to witness first-hand the role of education in adding a sense of normality to children’s disrupted lives and providing them with purpose. I do believe that quality education provides children with the physical and psychological protection needed to save their lives and secure their futures.”

Basma is grateful for Jusoor’s support. “Jusoor afforded me an invaluable opportunity to which I am incredibly grateful. Because of you, a multitude of new avenues opened up for me. I cannot be more thankful,” added Basma.



Meet Fawaz, Jusoor's Hardship Fund Recipient

Jusoor's Hardship Fund allowed Fawaz to continue studying

"I was struggling and then I got the Jusoor Hardship loan; it was a huge validation for me. Even a small prize or small scholarship gives a huge push to someone trying to pursue their dreams."

For Fawaz, the routine of academic life was the only sense of normality after the conflict began in Syria. "University kept me going. We still had normal work, labs, reports, classes." Fawaz recalls the daily reality of electricity cuts, food shortages, and being separated from family members scattered across continents in search of refuge and work. "I think I blocked most of the small details from that time. Everything was in total chaos," he said.

Fawaz dreamed of going to university in the U.S. to study biology and music, and although he was able to secure a scholarship, he wasn't able to afford the financial costs. Instead, Fawaz accepted a one-year exchange scholarship to a German university which covered his living expenses.

Fawaz faced many obstacles studying in Germany, including prejudice and the uncertainty of whether he would obtain his degree after cooperative ties between German and Syrian academic institutions ceased stemming from sanctions placed during the war. Fawaz said, "I got the degree, but I was in Germany with 500 euros left on me and no job. I had to start building from there."

Determined to build a new life, Fawaz found part-time work in a research centre in Bonn and set his sights on his next endeavor: a master degrees in bioinformatics. Fawaz managed to secure an unpaid internship in bioinformatics in Cologne and was eventually accepted into a masters program.

Fawaz continued to pursue his dream of higher education despite the heavy workload and financial burden.

Fawaz received Jusoor's Hardship Fund scholarship to help him continue his studies. "I saw the Hardship Fund scholarship on the website and I applied. I got an interest-free \$5,000 loan, which I used to live off of for more than one semester until I finished my classes," he said.

Fawaz is hoping to start a PhD this autumn and earn a regular income so that he can begin repaying the loan. He said, "I was struggling and then I got the Jusoor Hardship loan; it was a huge validation for me. This encouragement is like saying to someone, what you're doing is right, you're going on the right path, you are good enough. Even a small prize or small scholarship gives a huge push to someone trying to pursue their dreams."

Fawaz continued, "It is a struggle, but there is support for us. Organizations like Jusoor do help when they see someone who is good enough and is willing to take the help and do something with it."

Fawaz believes others should pursue their dreams despite the challenges. He said, "It is a long, tough road you have to take, but you get through. It's never the end. It's never too late. You have to try."

2018 Jusoor Scholarship Recipients

Jusoor-Amal Foundation Scholarship

Duaa Alderi

Hana Al Younes

Mohammed Khalf

Jusoor-Doha Institute Scholarship for Syrian Students

Abdallah Mhd Hetham Khabbaz

Alaa Mohamad Amounah

Basel Muhammad Alameer Hasan

Belal Mostafa Almostafa

Eman Tala Hourieh Zaz

Ghaith Alharki

Helen Doursen Aloskan

Huzaifa Abdulrahman Al Ezzo

Kenan Mhd Waleed Al Akad

Lena Akram Kheder

Mahmood Fadel Alhosain

Manar Hoseen Almasre

Mhd Alaa Eddin Al Tabbaa

Mohammad Ibrahim Alkhalil

Muheeb Abdullah Alrifai

Jusoor High School Study Abroad Program

Genwa Hassan

Joudy Sayegh

Rima Adrah

Jusoor-Oxford Scholarship for Syrian Student

Rufaida Al Hashmi

100 Syrian Women, 10,000 Syrian Lives Scholarship Program

Aphrodite Al Zouhour

Bushra Aljbawi

Maria Almhana

Warda Sahtout

Jusoor Management Team



Suha Tutunji, Academic Director of the Jusoor Refugee Education program in Lebanon

Suha has over 25 years of experience in education, with over 18 years as a school administrator. Her first classroom experience was as an English teacher. She has extensive experience running workshops for educators in Lebanon, Turkey, USA, UAE and the UK.

Suha worked at a research center in Beirut where she co-published a paper on widening access to Syrian refugee education. Suha participated in research on child rights and civic education in public schools in Lebanon. She also worked on education, mental health and labor. Suha has written two articles: one on action research in schools and another on best practices to opening EiE schools. Suha is a co-founder and board member of an NGO called CARE (Consultancy and Advocacy for Remedial Education) that caters to students with learning disabilities. She is also an INEE member and part of the INEE teacher training working group. She has an MA in school management and supervision.



Christina Peebles, Head of Research, Development & Scholarships at Jusoor

Christina is an international education program evaluator with five years' experience. Before joining Jusoor in April 2017 she worked with UNDP Georgia and the Georgian Ministry of Education and Science. Based in Beirut, Christina researches how educational programming can be better designed to succeed within the confines of child labor. Christina represents Jusoor in the Inter-agency Network for Education in Emergencies (INEE) and serves on the organization's Data & Evidence Collaborative. She holds a Master of Public Administration from Georgia State University and is currently studying Data, Economics & Development Policy at Massachusetts Institute of Technology (MIT).



Ariane Cartwright, Head of Partnerships and Donor Relations

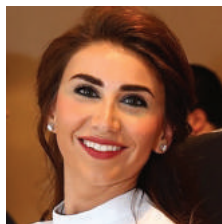
Ariane is a Certified Fundraising Executive™ with over ten years in the international development sector. She began working in development as a programs coordinator for an NGO in Ghana, then specialized in fundraising and communications – working for Right To Play in Mali, RESULTS Canada in Ottawa and as a global consultant for iNGOs including CARE USA and War Child Netherlands. Ariane has created donor databases, served as a media spokesperson and she has raised millions of dollars for non-profits through grants, philanthropic gifts, special events and individual donor programs. Ariane grew up in New York City and she holds a BA from McGill University and an MSc from the University of Edinburgh.



Grace Atkinson, Executive Director

Grace has extensive experience in the education and development sector having worked on projects in Egypt, Jordan, Lebanon, France and the Netherlands. She previously focused on utilizing digital technology to help the underprivileged to access university by co-founding the two country offices of Kiron Open Higher Education and serving as MENA Regional Director. Grace has a Master degree in International Relations from Sciences Po Paris and a Bachelor degree from Leiden University. In her current position as Executive Director, Grace has oversight of the different programs run by Jusoor, including; scholarships worldwide, education in emergencies, career development and entrepreneurship programs, all empowering Syrian youth for a brighter tomorrow.

Jusoor Board Members



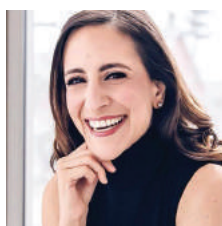
Aziza Osman

Aziza worked in social entrepreneurship, sustainability and philanthropy advisory with Sustainable Square, a Dubai based boutique consulting firm. She previously led the market intelligence efforts for Philips Middle East, driving the transition to energy efficiency. Aziza holds a Master in Public Administration in Digital, New Technology and Public Policy from Sciences Po Paris. At Jusoor, she launched the Career Development Program to enable young Syrians to enter the job market in the Gulf and Lebanon, and later partnered with Singa Berlin and Talent Beyond Boundaries to scale the efforts beyond the region.



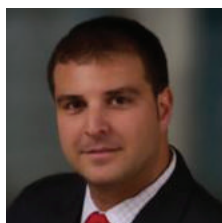
Dania Ismail

Dania Ismail is the Director of Strategy and Business Development at Telfaz11, the leading digital media company in KSA and the gulf region. Prior to joining Telfaz11, Dania served as Strategy and Business Development Manager for nine years with MBC Group, the largest private media company in the Middle East. She also founded Third Eye Agency, a Dubai-based music and events management company responsible for creating and running some of the most iconic music events in the city. A passionate advocate for empowering young people, Dania is a Co-Founder and Board Member of Jusoor and also Director of Jusoor's Entrepreneurship Program.



Leen Al Zaibak

Leen is a Senior Policy Advisor for Policy Planning and Coordination at the Office of International Relations and Protocol for the province of Ontario. Previously, she served as a Policy Advisor to the Ontario Minister of Children and Youth Services. Leen holds an Honors Bachelor of Arts from the University of Toronto, Trinity College and a Master of Arts in International Relations from the University of Manchester. She is a leader in supporting Syrian refugees resettled in Canada to succeed, and directs Jusoor's partnerships and programs in Canada.



Rami Zayat

Rami is a Legal Director in the Dubai office of DLA Piper. He represents a broad range of clients from startups to mature publicly traded companies, government entities, IT companies, investment companies and private equity firms. Rami has a broad practice and has extensive experience advising clients across a range of industries in connection with local and cross-border commercial, general IT and services contracts, intellectual property and corporate matters. Rami is passionate about preserving Syrian cultural traditions while developing an educational system and economic forum that provides the structural basis for the development of youth.



Rania Succar

Rania is Vice President and Business Leader of QuickBooks Payments and Capital at Intuit. Prior to that, she held several roles at Google over the course of five years, most recently serving as the Director of Brand Solutions for North America at Google. Before joining Google, Rania worked with McKinsey & Company in the US and Dubai. Now based in San Francisco, Rania co-founded the Harvard Arab Alumni Association in 2001 and served as President until 2008. She received an MBA from the Harvard Business School, an MPA in International Development from the Harvard Kennedy School of Government, and an BA in economics from Harvard College.



Iyad Duwaji

Iyad is a business entrepreneur and managing partner of different investments vehicles. Prior to that, he was the CEO of SHUAA Capital, a publicly listed company in Dubai that won many distinctions. Iyad holds an MBA in Finance from the University of Texas at Arlington and has served as a director of different public and private companies in Europe and the UAE. He is a passionate supporter of community activities, education, and self-help initiatives.

**Tina Dai**

Tina works in the venture space at First Round Capital based in San Francisco. Before she joined First Round, she was a product manager at Intuit, where she helped launch Quickbooks Online Advanced. Prior to Intuit, she worked at McKinsey & Company in Dallas, where she defined and shaped strategies, and led clients through large-scale organizational change programs. Tina holds a Business Honors and Finance degree from the University of Texas at Austin. She is passionate about social entrepreneurship, and sits on the committee of Jusoor's Entrepreneurship and Refugee Education programs.

**Safouh Tak**

Safouh is based in San Francisco and works for Goldman Sachs as a Senior Analyst in the Technology, Media and Telecom (TMT) Group in the Investment Banking Division. He was born and raised in Damascus, Syria and earned his BS in Electrical and Computer Engineering from Illinois Institute of Technology in Chicago. Prior to his graduation, he served as Vice President for Arab American Association of Engineers and Architects. He led his research at WANGER Institute for Sustainable Energy Research in Chicago and earned his CORE certificate from Harvard Business School upon completion of their Pre-MBA program.

Jusoor Donors - In Gratitude

We would like to extend our gratitude to all our Friends, Volunteers and Individual Donors who supported our work in 2018. Donations included below are accumulative up to December 2018, and over \$5000

Benefactors (\$100,000-\$499,999)

Chalhoub Group
Amr Salahieh
Spark
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Patrons(\$50,000 to \$99,000)

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University of Alberta
Braga International School
Oxford University
International Students Overcoming War (ISOW) at Wilfrid Laurier University
Riverstone International School
Syrian American Medical Society
Woodstock International School



Jusoor Financial Statements for the Year Ending on December 31, 2018

Combined for Jusoor (USA), Jusoor UK, and Jusoor Canada
Presented in US Dollars

Consolidated Statement of Financial Position				
January - December 2018				
	Jusoor (US)	Jusoor (UK)	Jusoor (Canada)	Combined
	USD	GBP	CAD	USD
Assets				
Current Assets				
Bank Accounts	133875.2	£34,294.59	\$2,599.59	179,597.76
Other current Assets	0			0.00
Fixed Assets	90,600.83			90,600.83
Accumulated Amortization	-65,813.24			-65,813.24
Furniture and Equipment	156,414.07			156,414.07
TOTAL ASSETS	\$224,476.03	£34,294.59	\$2,599.59	\$270,198.59
LIABILITIES AND EQUITY				
Liabilities				
Accrued Expenses				0.00
Equity				
Temp. Restricted Net Assets	61083			61,083.00
Retained Earnings		£74,589.73	\$61,278.78	140,340.54
Unrestricted Net Assets	241,445.11			241,445.11
Net Revenue	-78,052.08	-£40,295.14	-\$58,679.19	-172,670.06
TOTAL LIABILITIES AND EQUITY	\$224,476.03	£34,294.59	\$2,599.59	\$270,198.59

Exchange Rate on December 31, 2018

CAD to USD 1 CAD = 0.7532 USD 0.74

GBP to USD 1 GBP = 1.2775 USD 1.28

Consolidated Statement of Financial Activity

January - December 2018				
	Jusoor (US)	Jusoor (UK)	Jusoor (Canada)	Combined
	USD	GBP	CAD	USD
Revenue				
Direct Public Support				
Individual Contributions	596,918.60	43,626.13	14,773.60	663,840.25
Corporate Contributions	629,620.42	0.00	500.00	629,995.42
Foundation Contributions	152,108.33	30,231.62	135.00	190,906.05
Total Direct Public Support	1,378,647.35	73,857.75	15,408.60	1,484,741.72
Unapplied Cash Payment Revenue	5,000.00	500.00	798.04	6,238.53
Sales				0.00
In-kind Rent Revenue	18,000.00		33,021.98	24,766.49
Credit card receivables	\$552.27			\$552.27
Total Revenue	1,402,199.62	74,357.75	49,228.62	1,516,299.01
Expenditures				
Program Services				
Bank Service charges	6,921.42	£98.00	\$130.50	7,144.74
Business Expenses	36,759.38	£565.66	\$56,823.40	80,100.97
Enrichment Activities for Students	538.15			538.15
Facilities and Utilities				0.00
Equipment and Supplies	119,809.44			119,809.44
Fundraising Costs				0.00

Grants				0.00
IT Services	264.44			264.44
Personnel	551,986.82			551,986.82
Professional Services	52,681.06	£7,391.16	\$3,451.00	64,729.99
Scholarship, Travel, Books, and Student Fees	351,716.94	£106,318.47	\$47,502.91	523,431.76
Training and Speaker Expenses				0.00
Scholarship, Travel, Books, and Student Fees	349,473.62	£102,508.47	\$47,502.91	516,311.64
Training and Speaker Expenses				0.00
Transportation for Children	192,063.67			192,063.67
Transportation for Management	43,744.21			43,744.21
Rent	56,800.00			56,800.00
In-Kind Rent Expense	18,000.00			18,000.00
Miscellaneous and Other Expenses	48,730.18	£279.60		49,088.07
Uncategorized Expenditure				0.00
QuickBooks Payments Fees	235.99			235.99
Total Expenditures	1,480,251.70	114,652.89	107,907.81	1,707,938.26
Net Operating Revenue	-78,052.08	-40,295.14	-58,679.19	-173,639.25
Net Revenue	-78,052.08	-40,295.14	-58,679.19	-173,639.25

Exchange Rate on December, 2018

CAD to USD: 1 CAD = 0.7532 USD 0.75

GBP to USD: 1 GBP = 1.2775 USD 1.28

Consolidated Statement of Functional Expenses

January - December 2018

Program Services						
	Refugee Primary Education	Higher Education Scholarships	Entrepreneurship Training and Support	Annual Global Conference	Mentorship and Career Development Activities	Total
	Jusoor US (USD)					
Amortization Expense						\$0.00
Bank Service Charges	\$539.03	\$1,009.10				\$1,548.13
Business Expenses						\$0.00
Enrichment Activities for Students		\$538.15				\$538.15
Facilities and Utilities	\$112,408.78					\$112,408.78
Equipment and Supplies	\$35,221.53					\$35,221.53
Grants			\$14,000.00			\$14,000.00
IT Services						\$0.00
Personnel	\$326,896.96	\$72,462.21	\$14,851.00			\$414,210.17
Professional Services			\$21,275.24			\$21,275.24
Scholarship, Travel, Books, and Student Fees	\$20,912.17	\$297,542.95				\$318,455.12
Training and Speaker Expenses	\$216.48					\$216.48
Transportation for Children	\$192,063.67					\$192,063.67
Transportation for Management	\$21,602.32	\$6,639.69	\$41,756.67			\$69,998.68
School Construction						\$0.00
Miscellaneous and Other Expenses		\$8,345.00				\$8,345.00
Total Expenditures	\$709,860.94	\$386,537.10	\$91,882.91	\$0.00	\$0.00	\$1,188,280.95
Total Expenditures	\$643,839.07	\$386,537.10	\$91,882.91	\$0.00	\$0.00	\$1,122,259.08

General and Administrative				Fundraising	
Management and General	Accounting and Legal Services	Other Supporting services	Total	Fundraising	TOTAL
		\$38,039.00	\$38,039.00		\$38,039.00
\$7,794.42	\$796.85	\$2,335.29	\$10,926.56	\$878.29	\$13,352.98
			\$0.00		\$0.00
			\$0.00		\$538.15
\$508.08		\$3,900.00	\$4,408.08		\$116,816.86
			\$0.00		\$35,221.53
			\$0.00		\$14,000.00
\$108.00	\$50.00	\$150.00	\$308.00	\$106.66	\$414.66
\$66,241.22	\$18,279.50	\$38,864.94	\$123,385.66	\$12,827.83	\$550,423.66
\$1,333.50	\$19,902.10	\$16,419.51	\$37,655.11	\$155.11	\$59,085.46
			\$0.00		\$318,455.12
		\$706.48	\$706.48		\$922.96
			\$0.00		\$192,063.67
			\$0.00		\$69,998.68
		\$22,097.13	\$22,097.13		\$22,097.13
\$6,585.61		\$27,069.31	\$33,654.92	\$6,821.79	\$48,821.71
\$82,570.83	\$39,028.45	\$149,581.66	\$271,180.94	\$20,789.68	\$1,480,251.57
\$82,570.83	\$39,028.45	\$62,812.53	\$184,411.81	\$20,789.68	\$1,327,460.57

Consolidated Statement of Functional Expenses

January - December 2018

Program Services						
	Refugee Primary Education	Higher Education Scholarships	Entrepreneurship Training and Support	Annual Global Conference	Mentorship and Career Development Activities	Total
Jusoor UK (GBP)						
Expenditures						£0.00
Bank Service Charges						£0.00
Business Expenses			£565.66			£565.66
Personnel						£0.00
Professional Services						£0.00
Scholarship, Travel, Books, and Student Fees		£100,403.07	£2,105.40			£102,508.47
School Construction						£0.00
Total Expenditures	£0.00	£100,403.07	£2,671.06	£0.00	£0.00	£103,074.13
Jusoor Canada (CAD)						
Expenditures						\$0.00
Bank Service Charges		\$40.10				\$40.10
Enrichment Activities for Students						\$0.00
business expenses						\$0.00
Grants						\$0.00
Professional Services						\$0.00
Scholarship, Travel, Books, and Student fees		47,502.91				\$47,502.91
Training and Speaker Expenses						\$0.00
Total Expenditures	\$0.00	\$47,543.01	\$0.00	\$0.00	\$0.00	\$47,543.01

General and Administrative				Fundraising	
Management and General	Accounting and Legal Services	Other Supporting services	Total	Fundraising	TOTAL
			£0.00		\$0.00
	£58.00	£40.00	£98.00		\$98.00
		£4,089.60	£4,089.60		
			£0.00		
£4,475.16	£2,916.00		£7,391.16		\$7,391.16
			£0.00		\$102,508.47
			£0.00		
£4,475.16	£2,974.00	£4,129.60	£11,578.76	£0.00	\$114,652.89
			\$0.00		\$0.00
\$0.00		\$90.40	\$90.40	\$0.00	\$130.50
		\$56,823.40	\$56,823.40	\$0.00	\$56,823.40
\$1,695.00		\$1,756.00	\$3,451.00		\$3,451.00
			\$0.00		\$47,502.91
\$1,695.00	\$0.00	\$58,669.80	\$60,364.80	\$0.00	\$107,907.81

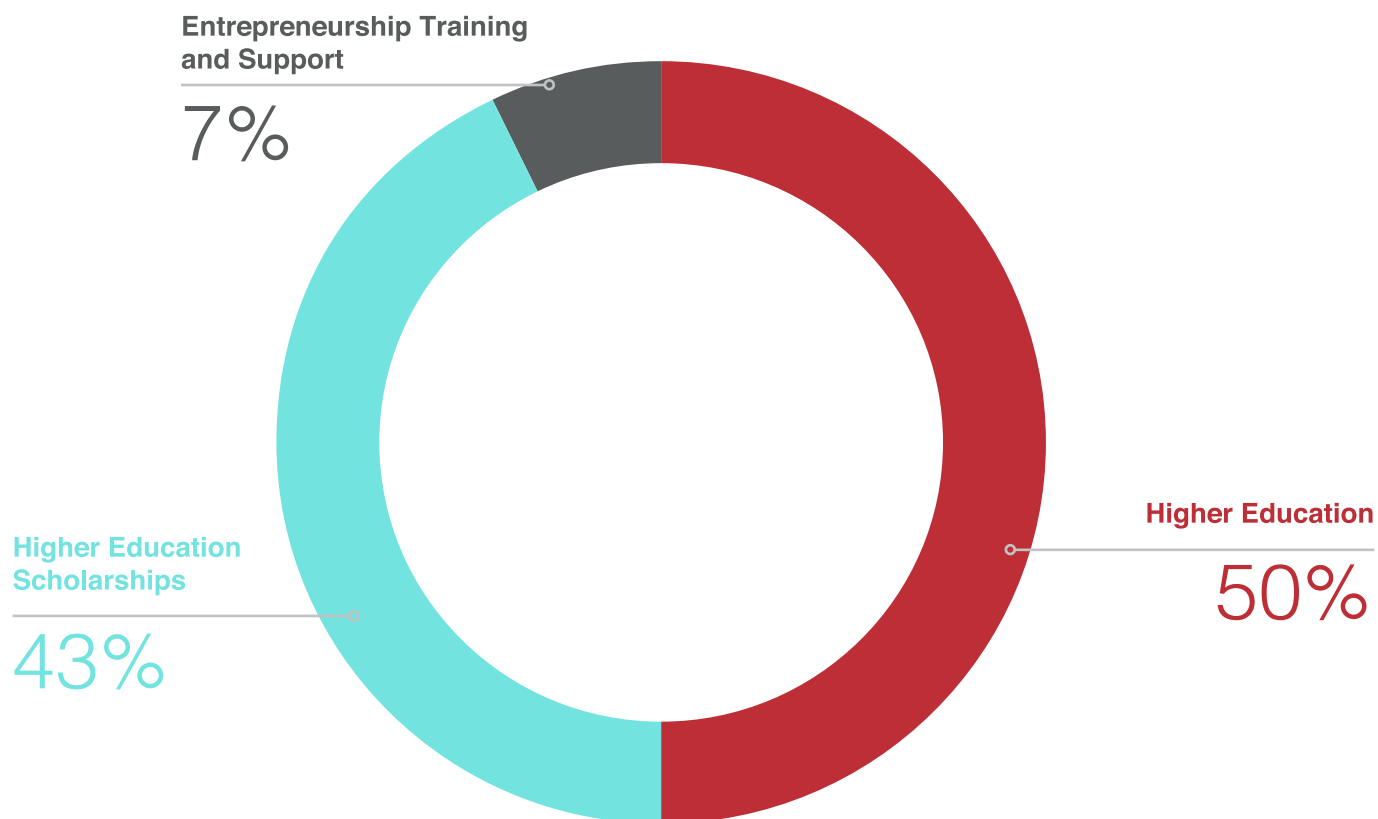
Consolidated Statement of Functional Expenses

January - December 2018

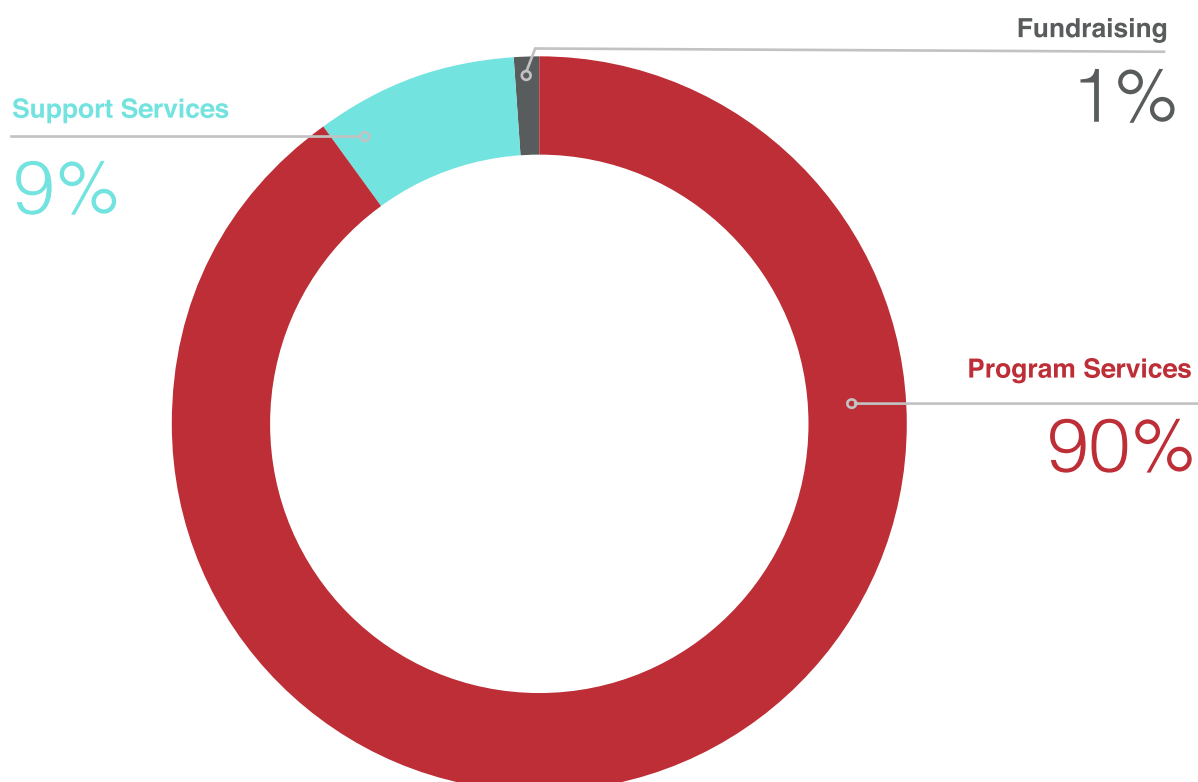
Program Services						
	Refugee Primary Education	Higher Education Scholarships	Entrepreneurship Training and Support	Annual Global Conference	Mentorship and Career Development Activities	Total
	Jusoor Combined (USD)					
Amortization Expense	\$0.00		\$0.00		\$0.00	\$0.00
Bank Service Charges	\$539.03	\$1,039.18	\$0.00	\$0.00	\$0.00	\$1,578.21
Business Expenses	\$0.00	\$0.00	\$0.00		\$0.00	\$0.00
Enrichment Activities for Students	\$0.00	\$538.15	\$0.00		\$0.00	\$538.15
Facilities and Utilities	\$112,408.78	\$0.00	\$0.00		\$0.00	\$112,408.78
Equipment and Supplies	\$35,221.53	\$0.00	\$0.00		\$0.00	\$35,221.53
Grants	\$0.00	\$0.00	\$14,000.00		\$0.00	\$14,000.00
IT Services	\$0.00	\$0.00	\$0.00		\$0.00	\$0.00
Personnel	\$326,896.96	\$72,462.21	\$14,851.00		\$0.00	\$414,210.17
Professional Services	\$0.00	\$0.00	\$21,275.24	\$0.00	\$0.00	\$21,275.24
Scholarship, Travel, Books, and Student Fees	\$20,912.17	\$461,686.06	\$0.00		\$0.00	\$482,598.23
Training and Speaker Expenses	\$216.48	\$0.00	\$0.00	\$0.00	\$0.00	\$216.48
Transportation for Children	\$192,063.67	\$0.00	\$0.00		\$0.00	\$192,063.67
Transportation for Management	\$21,602.32	\$6,639.69	\$41,756.67	\$0.00	\$0.00	\$69,998.68
School Construction	\$0.00	\$0.00			\$0.00	\$0.00
Miscellaneous and Other Expenses	\$0.00	\$8,345.00	\$0.00		\$0.00	\$8,345.00
Total Expenditures	\$709,860.94	\$550,710.29	\$91,882.91	\$0.00	\$0.00	\$1,352,454.14
Total Expenditures	\$643,839.07	\$550,611.42	\$91,882.91	\$0.00	\$0.00	\$1,286,333.40

General and Administrative				Fundraising	
Management and General	Accounting and Legal Services	Other Supporting services	Total	Fundraising	TOTAL
\$0.00	\$0.00		\$0.00	\$0.00	\$0.00
\$7,794.42	\$871.09	\$2,454.29	\$11,119.80	\$878.29	\$13,576.30
\$0.00	\$0.00		\$0.00	\$0.00	\$0.00
\$0.00	\$0.00		\$0.00	\$0.00	\$538.15
\$508.08	\$0.00		\$508.08	\$0.00	\$112,916.86
\$0.00	\$0.00		\$0.00	\$0.00	\$35,221.53
\$0.00	\$0.00		\$0.00	\$0.00	\$14,000.00
\$108.00	\$50.00	\$150.00	\$308.00	\$106.66	\$414.66
\$66,241.22	\$18,279.50		\$84,520.72	\$12,827.83	\$511,558.72
\$1,333.50	\$23,634.58	\$1,317.00	\$26,285.08	\$155.11	\$47,715.43
\$0.00			\$0.00	\$0.00	\$482,598.23
\$0.00			\$0.00	\$0.00	\$216.48
\$0.00			\$0.00	\$0.00	\$192,063.67
\$0.00			\$0.00	\$29.00	\$70,027.68
\$0.00			\$0.00	\$0.00	\$0.00
\$6,585.61			\$6,585.61	\$0.00	\$14,930.61
\$82,570.83	\$42,835.17	\$198,869.90	\$324,275.90	\$13,996.89	\$1,707,938.13
\$82,570.83	\$42,827.74	\$3,927.10	\$129,325.66	\$13,996.89	\$1,429,655.95

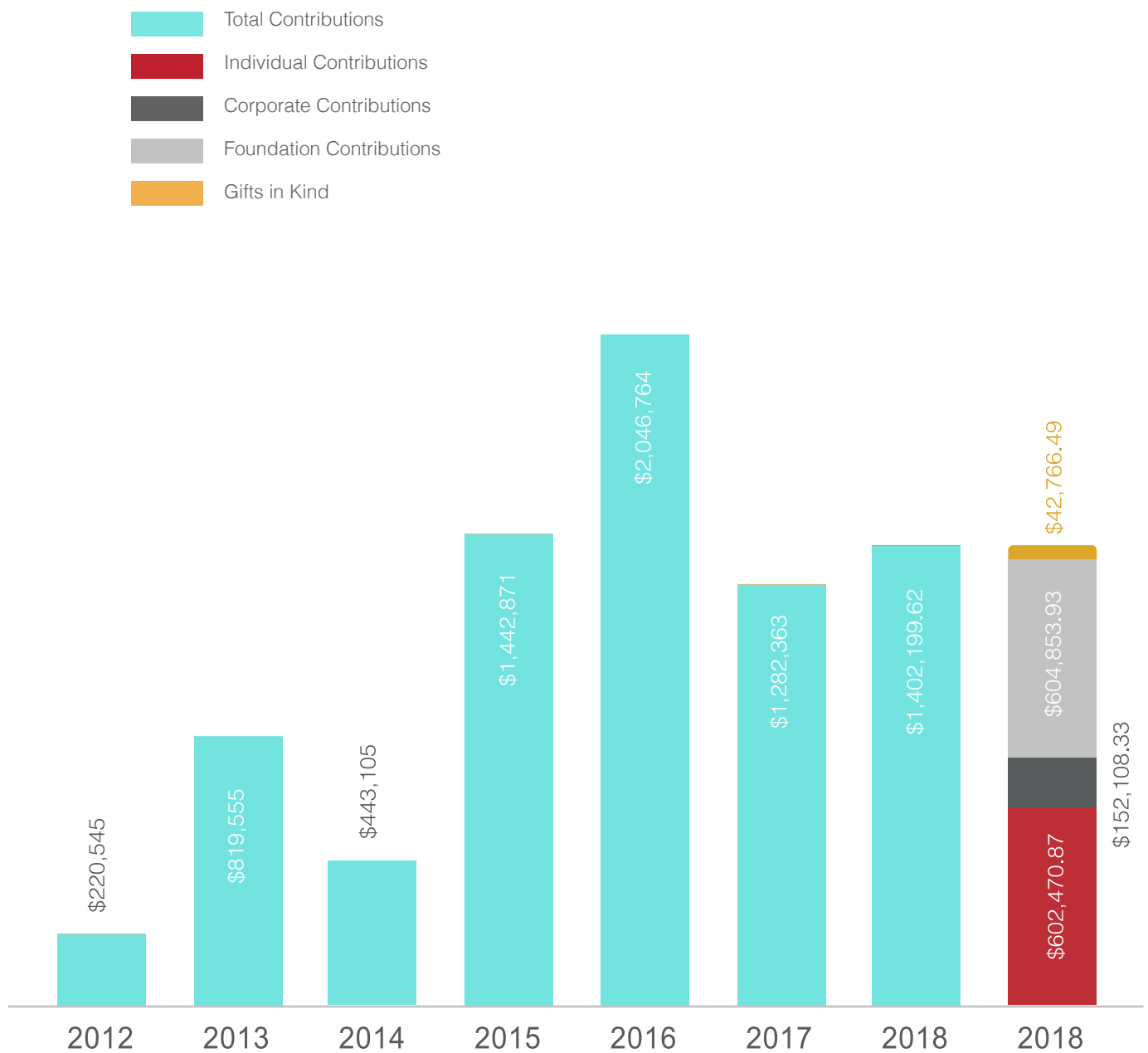
Expenses by Program



Expenses by Type

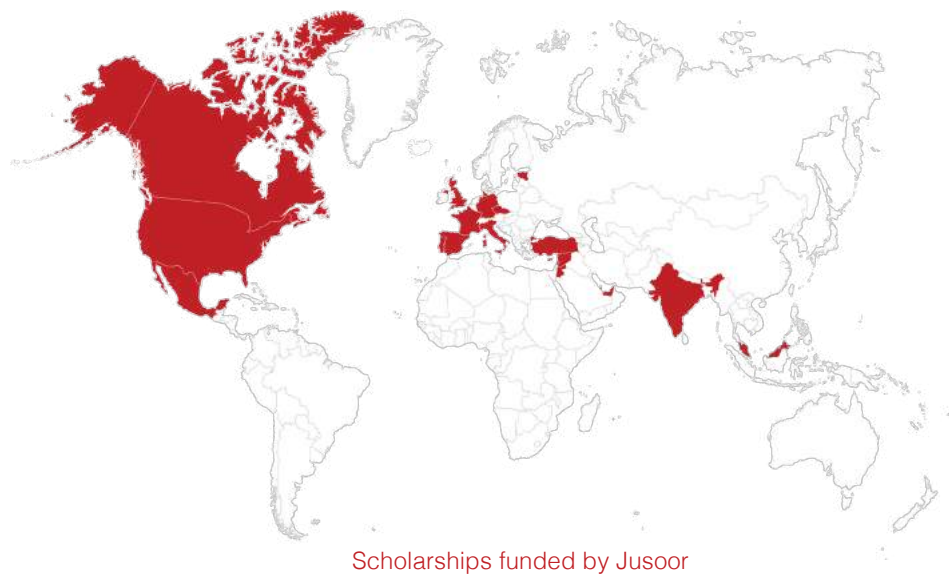
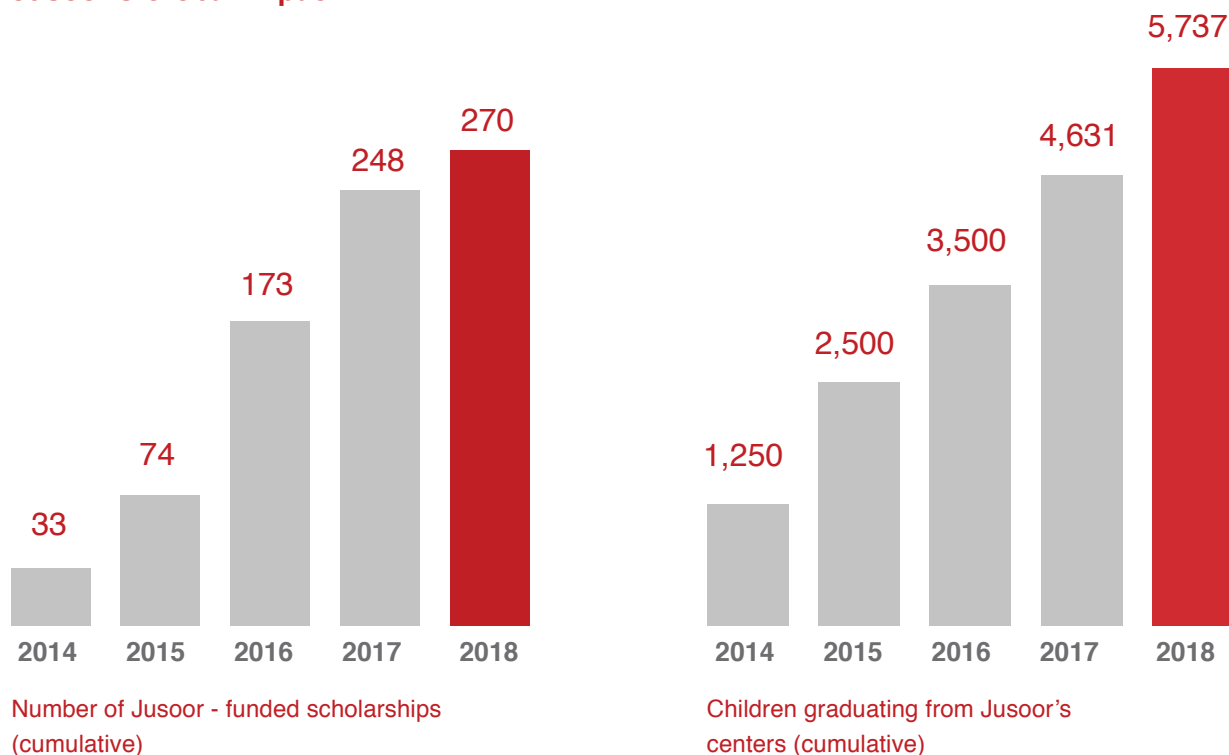


Donations over Time





Jusoor's Global Impact



Thank you to Katilin Giuglianotti and Lily King for content, and Jad Shokor for photography



www.jusoorsyria.com