A photograph of two young children in a classroom. A boy in the foreground wears a light blue surgical mask and a dark jacket, pointing his right index finger upwards. Behind him, a girl also wears a light blue surgical mask and a pink jacket, looking towards the camera. They are seated at a wooden desk with papers and a green container visible.

JUSOOR 2020 ANNUAL REPORT

Message from the Board

Dear Jusoor family and friends,

When COVID-19 struck the world with full force last March, the Jusoor Leadership Team braced for the worst. We shut down our education programs in Lebanon and we prepared to make critical cuts all across. At that time, we never imagined that 2020 could be a year marked by so much resilience and impact. But that's just what it turned out to be. Looking back, we are exceptionally proud of what we accomplished together and the strength and creativity our community exhibited.

We are particularly proud of how our education team in Lebanon responded to the crisis. They pivoted quickly and effectively to teaching through WhatsApp. Consistent with the spirit that has characterized this program since its inception in 2013, our students were determined to continue learning and our teachers were determined to continue teaching. And so we named our online education program, "Azima," which means determination in Arabic. The program was extremely effective in ensuring children continued to learn during this period, Azima reached 1,184 children and we saw substantial progress towards learning outcomes in Math, Arabic and English. At our Beirut Centre, the average assessment scores over the 4 classes ranged from 70-91%, showing a high level of aptitude despite the challenges of learning from home. Azima gained international recognition as one of the most promising online learning programs for refugees and was showcased at UNESCO's Mobile Learning Week and selected by the UNHCR edtech accelerator for the EdTech Hub's technical mentorship "sandbox" support, funded by DFID.

We also were able to deliver various supplies to the communities we work in Lebanon, which was more needed than ever given the economic crisis Lebanon was experiencing in addition to the impact of Covid. Funds raised, along with support from Chalhoub Group and LDS Charities, meant we were able to support the families of the children in our refugee education program with over 1,300 baskets of basic food and supplies.

We are also proud of the continued impact we had through our university scholarship program. This year, we entered into a strategic partnership with Coursera for Refugees, which enabled 2,500 Syrian youth to participate in online certified courses at no cost to them. In addition, Jusoor enabled 7 Syrian scholars to continue their university education, who were otherwise at risk of dropping out due to financial challenges through our Hardship Scholarship Fund. This brings the total number of students we have enabled to obtain a university degree to 659 (290 who have directly received a scholarship from Jusoor).

We continued to expand our entrepreneurship program this year. Through our Startup Roadshow, which has become the largest entrepreneurial competition for Syrian startups in the world, we had over 6,000 entrepreneurs in Turkey, Jordan, Lebanon and Iraq participate in online entrepreneurial training. Jusoor also launched our Small Business Accelerator program in Jordan, supporting 30 early-stage businesses through 3-months of training, hands-on mentorship, connection to investment, and access to the Jusoor network. Finally, this year, we launched a career development track, offering webinars on topics ranging from CV writing and interview skills to LinkedIn Networking and deep dives into different career fields, which resulted in over 700 views from Syrian youth around the world.

What surprised us the most is that we set a new fundraising record in 2020. As a result of the steadfast support of the global Jusoor community and the unyielding creativity of the Jusoor team, we raised over \$2.28 Million USD in 2020 to continue and expand our programs. We are proud of the innovative online events we were able to host that led to these outcomes. Jusoor supporters came together from around the world in May to show their solidarity with Syrian children and youth through our online benefit that featured a moving performance by Yo-Yo Ma, who had previously visited refugee centers in Lebanon, and was motivated to participate in our program. And in November, we celebrated the resilience of Syria's children and youth at our 7th Annual Gala, Braving A New Reality, this year virtually, hosted by Ricardo Karam. At the event, we were honored to award Mr. Patrick Chalhoub, [Chairman and CEO of the Chalhoub Group] with the Bridges Award, hear a beautiful performance from Emmane Beasha and listen to an inspirational interview with Yusra Mardini, Syrian Olympic swimmer, and Olivia Munn, who joined our event to express her support for Syrian refugees.

2021 will mark the 10th year since Jusoor was founded. And it also marks having impacted over 10,000 Syrian lives together. We are deeply proud of all the stories of impact we now hear from the Syrian children and youth whose lives we have touched together. There are so many of them who are now running their own programs -- from serving as senior program leaders with the International Commission on Missing Persons, to leading organizations that have enabled over 100 Syrian youth to receive scholarships to top US universities, to successful startup founders that are now creating dozens of jobs for Syrian youth, it's deeply rewarding to see the opportunities and hope we have created together. And we look forward to partnering together for even more impact in the coming years.


Sincerely,

The Jusoor Board

Ahmed, Dania, Leen, Rami, Rania, Safouh



Table of Contents

	Scholarship Program	06
	Refugee Education Program	14
	Entrepreneurship Program	20
	Personal Development Program	26
	Jusoor Management Team, Board Members, and Trustees	28
	Financial Statements	32

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 its 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.

Since 2011, Jusoor has



290
Scholarships Funded by Jusoor



8,453
Syrian children enrolled in our education centers



669
Mentored Students



136,039
Community Members

Scholarship Program

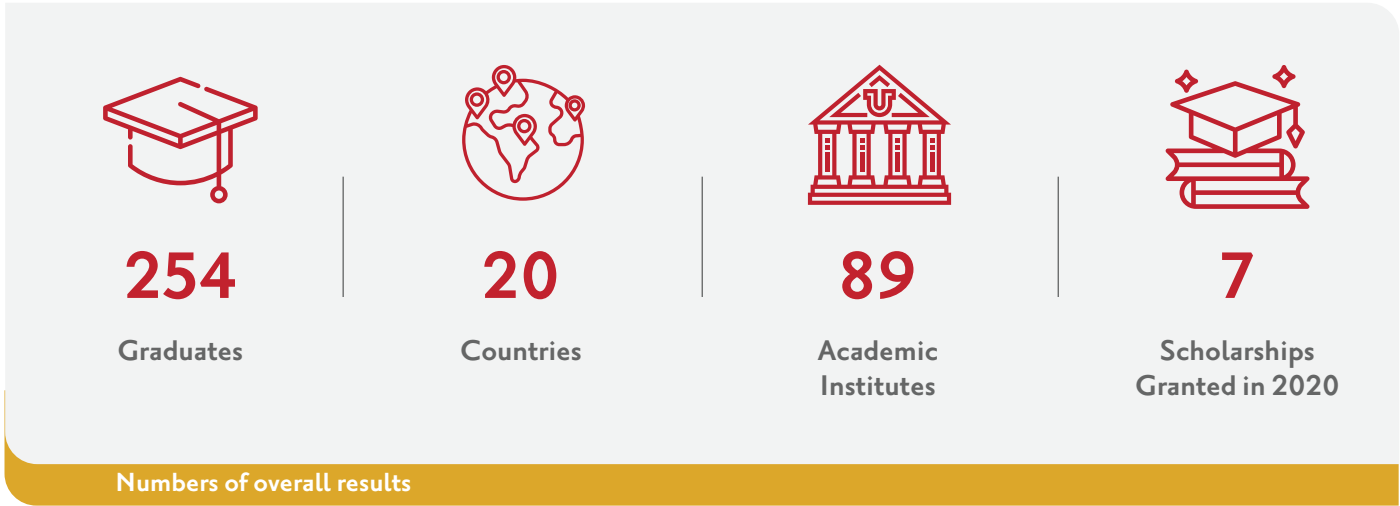


Supporting Syrians Studying Across the Globe

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 next generation of Syrian leaders

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.



Aiming high, as they make us proud

Jusoor is the leading organisation providing scholarships to Syrian youth; our strength lies in our broad outreach to the international Syrian community in addition to a strong record on our selection of top candidates with insights into what the students have overcome in order to be in a position to apply for top universities.

To date, 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, Switzerland, Turkey, United Arab Emirates, United Kingdom, United States.



Program Highlights

100 Syrian Women, 10,000 Syrian Lives

Jusoor’s flagship scholarship program, the 100 Syrian Women program provides scholarships to Syrian women to study at the undergraduate and graduate levels in the UK, Europe, and North America. We select outstanding women who have demonstrated exemplary social service, academic excellence, civic responsibility, and who have the potential to serve as global leaders.

Empowering women at this point of the conflict in Syria is one of the most important challenges today. These women will grow to become leaders and contribute to stabilizing the region. We identified institutional gaps in recruiting students, access to information, and co-funding the partial scholarships offered by higher academic institutions, which this initiative seeks to remedy through partnering with donors and universities and recruiting through Jusoor’s extensive network.

The needs-based scholarship is open to both undergraduate and graduate students. In addition to funding, our 100 Syrian women scholars benefit from career development and leadership workshops, as well as a network of mentors.

Impact and Results

Upon graduation, alumni from the 100 Syrian Women Program either find employment or pursue further education. For example;

- One alumna received a full scholarship from her alma mater to pursue a Juris Doctorate, three alumni are pursuing PhDs
- Three graduates have returned to Syria to work (in their professions of architecture, pharmacy and international development)
- Many current scholars hold teaching assistant and other work-study positions on their campus during their studies
- The majority of current scholars volunteer within their host communities or via international organisations giving back to Syria remotely

Jusoor Hardship Fund

Provides gap funding to Syrian students enrolled in undergraduate and master programs at academic institutions outside of Syria who are at risk of dropping out because of financial need.

Jusoor-Amal Scholarship Fund

The award seeks to bring ‘amal,’ the Arabic word for hope, to Syrian refugees in Jordan to continue their education at the university level. Originally a partnership between Jusoor and the Amal Foundation, the Amal Foundation merged with Jusoor in 2019.

Graduating Scholars of 2020



100 Syrian Women, 10,000 Syrian Lives

Maria Almhana
Judy Barazi
Meera Tawil
Rasha Nasri
Roula Karawi
Aphrodite Al Zouhour
Bushra Aljbawi
Roua Alkadi
Sarah Khalil
Bushra Dabbagh
Warda Sahtout
Sara AlMidany
Suzan Trabulsi

Jusoor-Doha Institute Scholarship

Huzaifa Al Ezzo
Abdallah Khabbaz
Basel Alameer Hasan
Belal Almostafa
Eman Zaza
Ghaith Alharki
Helen Aloskan
Kenan Al Akad
Lena Kheder
Mahmood Alhosain
Mohammad Al Tabbaa
Mohammad Alkhalil
Muheeb Alrifai

Jusoor-Amal Foundation Scholarship

Nawar Abudaboos
Mahmoud Alhamidi

International High School Scholarship

Genwa Hassan
Aya Alagha
Joudy Sayegh
Rima Adrah

Lebanon Scholarship Program

Nour Al Rihani
Hanen Ali
Mohammed Fatal
Naghham Mohamad
Salim Aeicha
Shifaa Al Bokae
Ahmad Habbar
Sufyan Al Saleel

Jusoor Hardship Fund Program

Gada Alhakeem
Alaa Ismail
Ehab Kasab
Alaa Al Shaban
Joud Issa
Lubna Mansour

Spotlight:

Warda's Toolkit to Rebuild Syria



“Our Mom is our hero. She used to tell my siblings and I that even if there was no food in the pantry, we will make sure that you have stationary on the table. One day, this actually came true.”

In 2010, **Warda Sahtout**, a Palestinian resident in Damascus, Syria, was pursuing her Bachelor's degree in Economics. She considers herself fortunate to be raised in a household where education was prioritized. She also grew up with a spark for initiative-taking and helping others. She was living happily and comfortably with her family until 2011 when the Syrian war started, and destroyed where Warda grew up and the surrounding communities and areas.

Warda and her family suffered multiple displacements, fleeing over 10 times from one city to another across Syria, searching for a safe shelter. Having to move suddenly and unexpectedly robbed Warda of her possessions; however, two things she never let go of were her education and her volunteer work. Regardless of the obstacles presented by the lack of stability and safety, she still managed to complete her Bachelor's degree while also working with multiple NGOs.

Warda started by taking small initiatives like planning entertainment events for children, which led to increased involvement in psychosocial support for children and gender-based violence against women in her local community, practicing first aid, and working with different humanitarian interventions. Afterwards, she joined a refugee council, where they worked on livelihood programs with families by securing work opportunities for its members. After several training sessions, Warda became responsible for career guidance and business plan creation for high-skilled beneficiaries of the NGO.

Although she was devoting her life to her social work, Warda still felt that **“the need was much greater”** and what she was accomplishing was not enough. She thought that the real large-scale change comes from policy-making. This stemmed her interest to study International Affairs as a Master's degree.

In 2017, Warda started applying for scholarships abroad in England and the USA. To maximize her impact and make her efforts more comprehensive and effective, she believed that she had to take a strategic step

back from being a frontline responder to view and address the bigger picture. She wanted to think clearly without being distracted by the overwhelming peril of living in war.

Warda was awarded a 100 Syrian Women Scholarship to study for a Master's degree in International Affairs at Columbia University in New York. Her specialization was in International Conflict Resolution in alignment with her goal of rebuilding her homeland. **“It never crossed my mind that I would be able to enroll in a top, highly-reputed university in the US and the world. I am very grateful for Jusoor because without them, it would not have been possible to accomplish this dream. It felt like someone believed in me and was willing to invest in me. It felt like I was worth it. And, it felt like I am appreciated and respected”.**

According to Warda, this is what the Syrian youth really need: a boost to their ambition and hope in life. Seeing her success inspired friends and family to pursue their dreams. “As a refugee, education is all I own. It is my only weapon.” Determined to help her family back in Syria, Warda volunteered to help other Syrian students to get scholarships and gained an internship at UNICEF, where she worked on social integration in the Middle East. After graduating in 2020, Warda secured a position as a researcher and project manager in an NGO that builds government and private institution capacity.

Warda's advice to others is

“No matter how difficult your circumstances are, there will always be a way out. Keep trying and working hard. Believe in yourself and you will find that many believe in you. Be kind and see how the world will be kind to you.”

-Warda Sahtout

Spotlight:

From Syria to Lebanon: A Success Story



When **Anas Mayya** was 18 years old, he left his family in Syria. As an ambitious high school graduate, Anas dreamt of becoming a psychotherapist, yet psychology programs in his home country, Syria, were not using the modern methods which Anas wanted to learn. After attaining a scholarship with another foundation, he was able to secure a place at the American University of Beirut (AUB), where he pursued a double major in Psychology and Philosophy. Above all the challenges that Anas faced as a teenager living alone in a new country, four months after moving to Lebanon, war broke out in Syria and Anas became so worried about his family and his hometown.

After graduating, Anas continually applied for internships and seminars abroad to widen his horizons and cultivate new experiences, but was not able to find an opportunity. “I was one of four applicants from AUB accepted into a program abroad, and they all got visa permits except me; I can’t find any reason other than my nationality,” explained Anas. Various embassies rejected his applications

and countless job opportunities were denied. Although “exposure to discrimination over time erodes one’s sense of self-worth”, Anas did not give up.

Anas eventually started his Master’s in Clinical Psychology at AUB, but had to work 20 hours per week to maintain a paid assistant at the university, as well as working as a translator and studying for his degree. Eventually, the burden of work and study, along with worrying about his family at home, was overwhelming, Anas’s grades suffered, and he failed his Statistical Analysis course, which meant he lost his assistant position.

Anas was granted a loan from Jusoor’s Hardship Fund, which enabled Anas to focus on his studies, his grades improved as he was able to reach his potential. **Anas graduated with a GPA of 3.69.** Jusoor’s assistance gave Anas more than just financial relief; receiving support from Jusoor empowered Anas with the confidence he needed to excel at university.

“I have no idea how I would have paid my tuition fees. Jusoor saved me. It felt like someone believed in me and thought I was worth it.”

Anas worked on the evaluation of telepsychotherapy for refugee children and co-published his paper, “Disseminating evidence - based research on mental health and coping to adolescents facing adversity in Lebanon: a pilot of a psychoeducational comic book Somoud.” Currently, he works as a full-time researcher in a mental health program for Lebanese families. Anas has also co-founded an initiative, “Kalam”, with other Syrian psychiatrists to provide psychosocial support and group therapy sessions to refugee children.

Anas believes that through education one can conquer the world. **“I hope Jusoor will continue supporting students and children because schools go beyond teaching them lessons. Children deprived of education are deprived of a proper social life and basic life skills which many take for granted”.**

Jusoor’s support enabled Anas to connect to a network of over 200 scholars and alumni, whom he views as family. Despite all of the obstacles that he faced and all of the sacrifices he had to make, Anas never gave up on his goals. With the right support, his strong will and determination enabled him not only to succeed, but to help others overcome their obstacles to succeed as well.

Refugee Education Program

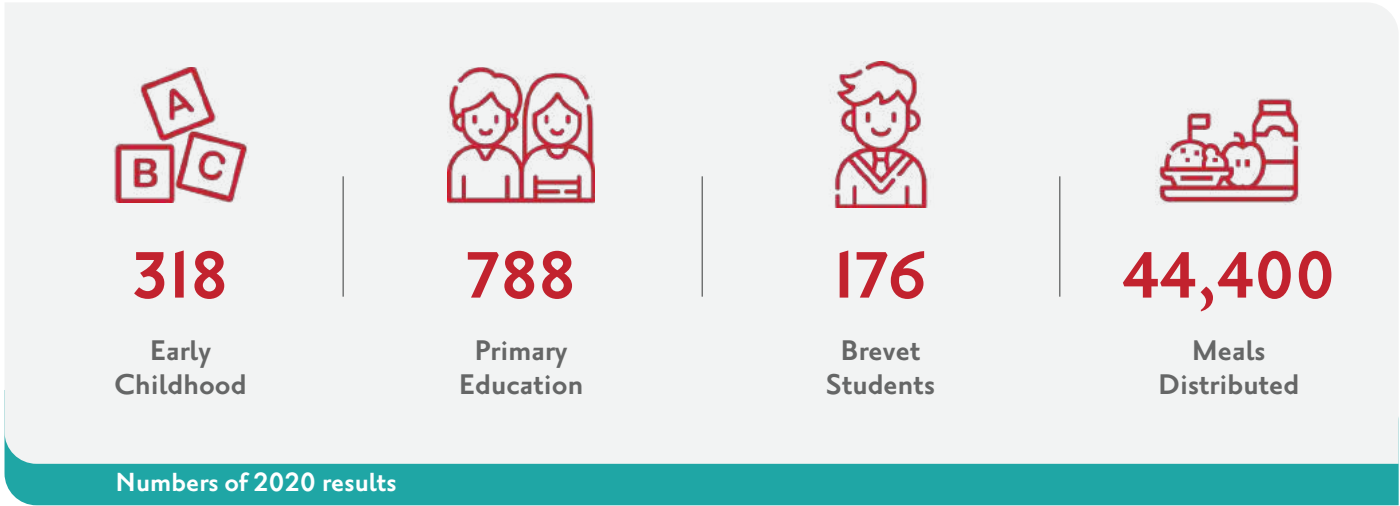


A Bridge to a Brighter Future

Lebanon is home to approximately 1.5 million Syrian refugees. Almost half of the refugees in Lebanon are children. Many children have been out of school for years or have never had a formal education. Education offers a bridge to a brighter future for millions of Syrian refugee children who have been affected by conflict.

Educating Syrian children

Since June 2013, Jusoor’s Refugee Education Program in Lebanon has helped thousands of displaced Syrian children continue their education outside of Syria. The program seeks to ensure Syrian refugee children in Lebanon have a holistic, well-rounded primary school education and a strong psychosocial support system. Our education programs have been developed as responses to distinct challenges that children face due to the impact of the conflict in Syria.



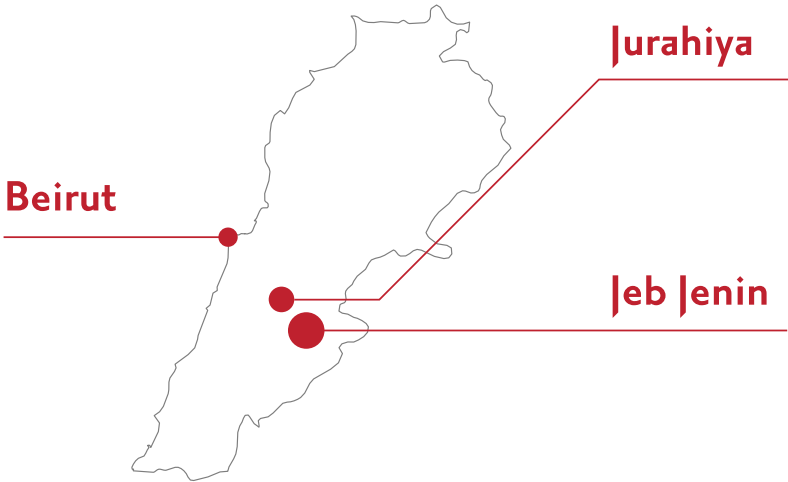
Syria’s future leaders

Jusoor’s Refugee Education Program is designed to prepare students to transition into Lebanese formal schooling as smoothly as possible and catch up on gaps in education that many of Jusoor’s students have experienced. It provides children with the opportunities that they need to succeed and the skills and knowledge to rebuild future generations.



Jusoor’s Refugee Education Centers

employ 40 teachers & staff



Program Highlights

Azima: Determined to Learn

Jusoor's pivot to online learning during the pandemic

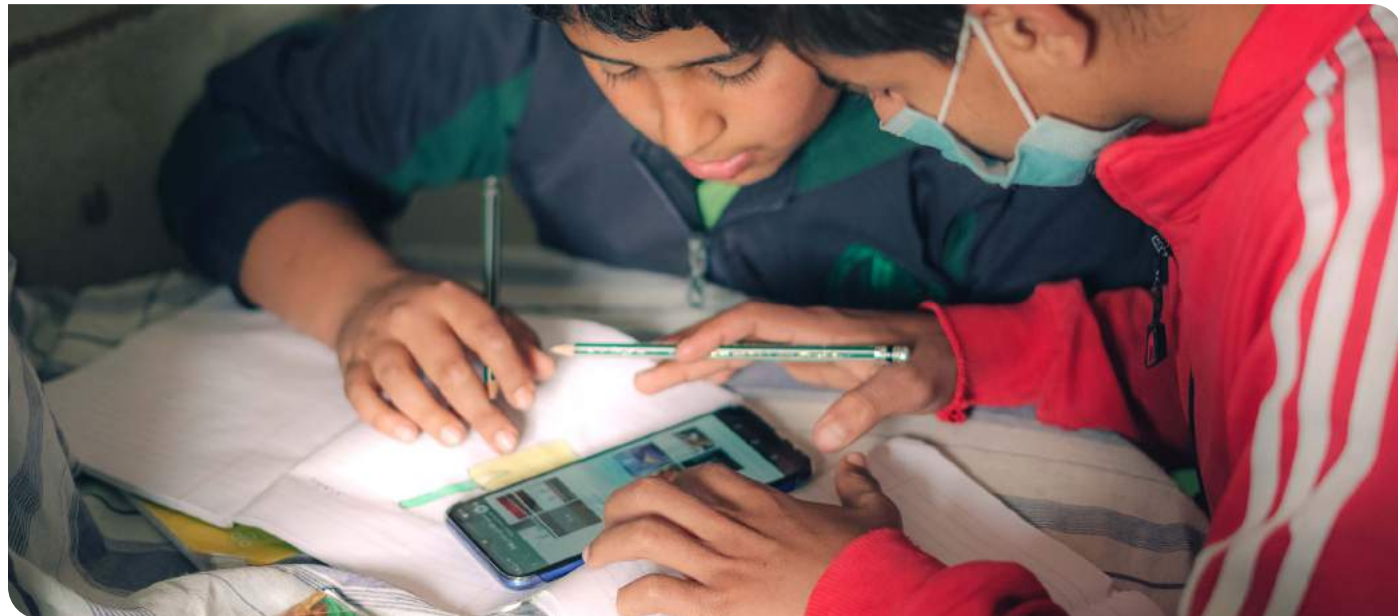
The closure of schools in early March 2020 due to the pandemic threatened to disrupt learning for hundreds of thousands of children in Lebanon, including over 1,000 Syrian refugee children who attend classes at Jusoor's education centers. In response, Jusoor's Refugee Education Program team developed an innovative WhatsApp-based online learning program– Azima: Determined to Learn– adapting our existing curriculum to bring it online in a way that was accessible and impactful for the students and their parents.

This is done through a three-pronged approach of online learning, take-home learning, and virtual psychosocial support. Through WhatsApp groups between the parents and the teachers, short instructional videos and activities were sent out regularly. Students then sent their own photos of homework and videos back to the teachers for feedback and corrections. This is complemented with offline learning packets enabling the students to continue learning from home where the internet is not available, and psychosocial support is provided through videos and in-person calls by Jusoor's dedicated psychosocial counselor.

Jusoor's Azima Program comes at a time when Lebanon is experiencing a surge in COVID-19 cases, and the future of formal schooling is uncertain. In this context, Jusoor is committed to providing an effective virtual learning experience to refugee children, to ensure that they are receiving the same quality of education as their national peers and that their academic and socio-emotional development does not deteriorate.

Impact and Results

- The program worked with over 900 of Jusoor's students from March-December 2020 who access our non-formal education programs and support programs.
- 58% of the children regularly participated in the Azima program and made significant progress during this time towards learning outcomes in math, Arabic and English. At our Beirut Centre, the average assessment scores over the 4 classes ranged from 70-91%, showing a high level of aptitude despite the challenges of learning from home.



Back to School Primary

Jusoor's flagship refugee education program, the Back to School Primary program provides the hardest to reach out-of-school Syrian children in Lebanon with a pathway back to education.

Early Childhood Education

The Seeds of Light program is a multi-year early childhood education program for Syrian children ages 3-5 that uses a whole-child holistic approach to education. The program is located at our Jurahiya Center in the Beka'a valley.

Bridging the Gap Program

Jusoor's Brevet Bridging the Gap program works with in-school Syrian children and youth at the Intermediate school level to prepare them for the Lebanese Brevet Exam – a required exam needed to progress to the Secondary (High School) level in Lebanon.

Homework Club

The Jusoor Catch-Up program works with in-school Syrian children at the Primary and Intermediate school levels to provide additional classes in hard sciences and English to help them keep up with their schooling and succeed there. This program operates at 2 of our education centers and works with 500+ students each year.

Arabic Literacy

The Back to School Fundamentals program works with out-of-school Syrian Kurdish children in Beirut ages 5-6 with limited Arabic skills and need specialized literacy and numeracy classes to provide them with the basics needed to transition over to Lebanese public schools within one year.

Spotlight:

A Chance to Dream

A path of determination, from a student to an educator

“We were living a beautiful life until the Syrian crisis hit and forced my family and I to move to Lebanon in 2013.”

Siham was 10 years old when she suffered war, displacement, deteriorating living conditions, and above all, a discontinued education. She was stripped off from the purity and simplicity of childhood and instilled with fear and uncertainty. “The situation was difficult to live in, and one of the most difficult things was to complete my education.” Fortunately, Siham lived near one of Jusoor’s educational centers in Lebanon. As soon as she applied to the Refugee Education Program in 2014, she was enrolled.

“It was my only chance to continue my education. Jusoor’s program gave me a dose of hope”.

On her first day, she met Mr. Ahmed, an English teacher at the center. He inspired Siham from the start and encouraged her to chase her dreams. “I trusted him immensely, to the extent that I recorded every single piece of information he delivered and kept every word he taught me.” Not only did Mr. Ahmed promoted Siham’s love for the English language and motivated her to learn, but he also encouraged her to continue her education, providing her with advice and support along the different stages of her academic path.

“At the end of my year with Jusoor, I asked Mr. Ahmed to write a farewell message for me. He said I will succeed, and he will be proud to tell people I was his student one day.”

Siham did not fail her mentor. She transferred from Jusoor to a Lebanese public school and successfully received the Intermediate Certificate followed by a Baccalaureate. She remained in contact with Mr. Ahmed until she returned back to Syria to complete her higher education. He assisted her in studying for the

university’s entrance exam. Currently, Siham is in her first year of pursuing a Bachelor’s Degree in English Literature at the University of Damascus while working simultaneously as a Science teacher in a private school.

Siham is excelling in her university studies. She is working hard, day and night, to reconcile her education with her work. However, she will not settle and will continue until she obtains a doctorate degree. While she believes that the lack of education weakens refugees and increases their vulnerability to vandalism and abuse, Siham is grateful to have continued her education, which fortified her from the adversities of displacement.

“Jusoor’s Refugee Education Program provides an opportunity for a neglected population that deserves to learn but is deprived of education”.

Amidst the darkness of her journey and the seeming impossibility of accomplishing goals, this opportunity to continue her education, complemented by Siham’s optimism and commitment, produced life-changing outcomes: Siham’s passion for English soon became her university major and a career as an educator.

“Life taught me that nothing is impossible and difficult circumstances require determination and work. My message to the next generation is that with determination and work, you will achieve all of your desires”

Spotlight:

The Ripple Effect

One mother’s determination lead to a community advocating for education

It all started when **Rosa**, a Syrian refugee residing in Lebanon, sought a brighter future for her children. She had met a few educated people in her life who lived more comfortably and were more successful than all of those in her neighborhood who had not had the opportunity to access an education. However, Rosa did not accept that her children would not have an education, she wanted a different future for her children.

In her tribe, women usually become housewives and are denied an education. Rosa challenged this traditional image of females and decided to give Asinat, her eldest daughter, choices outside of these limitations. She contacted Jusoor, and we were able to enroll Asinat in one of our education centers.

“You are wasting your time in teaching her at the expense of your household duties! It is useless for a girl to get an education when she will become a housewife anyway!”

Rosa continuously faced criticism from her extended family, but her deep belief in the power of education empowered her to ignore the distractions and fueled her determination. Asinat, Rosa’s daughter had fled Syria with her family and was traumatized and scared to leave the safety of her home. It tormented her mother to watch her distress. Jusoor’s educational support helped Asinat not only academically, but also emotionally and psychologically, explains Rosa.

“Asinat now looks forward to going to school, to study, and to do her homework. She spreads the copybooks and stationery that Jusoor gifted her, excited to learn as she eagerly listens to her teachers. Her siblings see her enthusiasm towards education, which in turn motivates them to study with her;” explains Rosa proudly.

Additionally, Jusoor provided Rosa and the other parents of the children in the education centers with workshops and awareness sessions. Rosa describes how small changes in the routine, such as arranging a schedule for her children and implementing techniques to motivate them to study efficiently, were key contributors to encouraging them to continue their education.

“When Asinat asks me why she is studying, I give her examples of professionals she looks up to, like a nurse who once treated her to her favorite teacher at Jusoor. I always tell her that if she pursues her education, she too will be able to help other kids like Jusoor helped her”.

Consequently, Asinat became passionate about the value and importance of education, filling her mother’s heart with joy and hope in her children’s future. Education created a positive and optimistic ecosystem in their household. **“Even her father, who initially opposed her education, bought Asinat stationery gifts in a show of support,”** says Rosa. Rosa’s extended family sensed the growth the children accomplished and decided to pursue the same goal: Rosa’s relatives registered their children into the Jusoor centers and the ripple effect spread through the whole tribe.

With the support of a change leader who overcame cultural barriers to educate her children and raise awareness of the importance of education, Jusoor was able to impact more lives. When heard, Rosa’s voice was truly a revolutionary.

Photos of Siham, Rosa and Asinat have not been included in line with their wishes.

Entrepreneurship Program

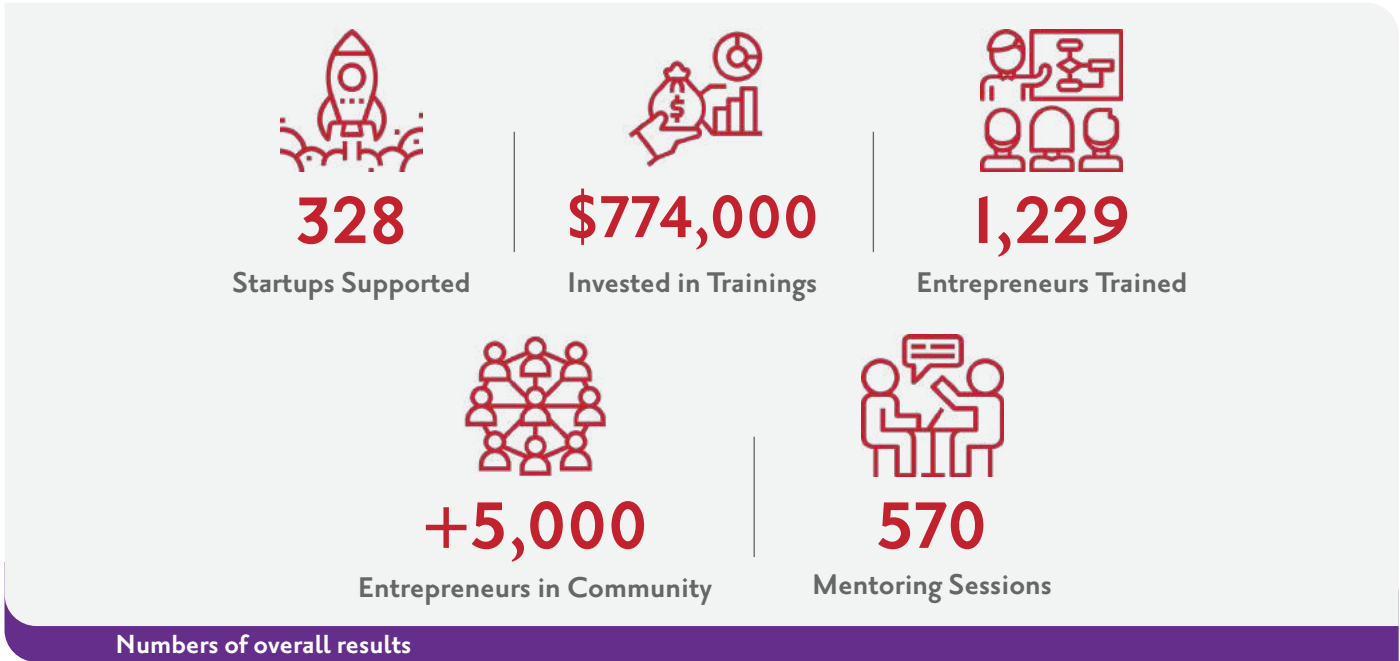


Taking Syria's Brightest Ideas to the World

Jusoor supports entrepreneurs, start-ups, and small businesses connecting our vast network of experienced entrepreneurs and access to all areas of business support to overcome legal obstacles, scale up, or access funding.

Enabling refugee-led businesses in the MENA.

Since 2014, we immerse teams with experienced entrepreneurs, deliver world-class workshops and connect them to active investors.



Supporting founders, building value

Each program is individually curated, based on the companies who are admitted. Each year we host hundreds of sessions and invite dozens of investors, founders, and entrepreneurs to join us and share their journey.

Startup Roadshow

Our flagship regional program The Startup Roadshow has been building business capacity for over three years across Iraq, Lebanon, Jordan, and Turkey, connecting like-minded entrepreneurs and equipping them with the tools and best practices to succeed. The program went 100% online during the COVID-19 Pandemic and served over 2,000 Entrepreneurs in 2020 alone.

Small Business Accelerator

This program takes an in-depth dive into the tools and expertise needed to grow a business and increase profit, from customer validation to strategy and growth. The advanced business webinar sessions examine the tools and expertise needed to grow a business and increase profit, from customer validation to strategy and growth. Participants have the opportunity to benefit from all of our services with a particular focus on access to finance and one-on-one mentoring between experts and team members to thoroughly examine one specific pillar of the business to help analyze and improve it during the program. This program aims to provide small businesses with the tools and expertise to maintain and expand their businesses and welcomes them into the Jusoor network which they will have access to for life.

Spotlight:

Healthy Choice's Road to Growth



Healthy eating became **Daniah Alshamaseen's** passion while she was at university. Like many students, Daniah often relied on junk food and convenience processed meals when she was busy or stressed. It wasn't until she faced a health scare that she realized how much her poor diet had affected her overall health and wellbeing.

Daniah began to research nutrition and found that it was surprisingly easy to create quick and healthy food without compromising on taste. She also realized that contrary to what she had been taught culturally, healthy eating was not just for those trying to lose weight or facing medical conditions; healthy eating could be a lifestyle choice to increase energy and protect health over the long term. Daniah felt that there was a faulty perception and narrative around food in her community and was eager to share her knowledge.

Daniah founded Healthy Choice with **Mohammed Alhoumsi**, who later became her husband. They provide food that is both

nutritious and delicious in the form of monthly subscriptions and catering services. In addition, they deliver awareness sessions, workshops, and free consultations to encourage people to value nutrition and adopt healthy eating practices. In this way, Daniah was able to use her own experiences and values to create the mission of her enterprise and her business thrived. However, soon after they launched their kitchen, the COVID-19 pandemic broke out, halting their growth progress.

Jusoor's Small Business Accelerator provided them with intensive online training and one-to-one mentorship, supplying them with the skills necessary to manage a successful business. **"We were able to work with professional consultants, who guided us to improve, defeat obstacles, and face our problems,"** says Daniah. The program also connected the founders to legal advice and support to help them overcome barriers and complications in obtaining a valid professional practicing license.

"Of course COVID-19 affected us and led to a drop in our sales, but because we continued, and things are looking promising, our sales are growing again!" says Mohammed.

Healthy Choice is now flourishing with more than 100 monthly subscriptions and over 1,000 customers served to date. Daniah hopes to continue her mission: to spread awareness about healthy eating in her community and help more and more people choose health.



Spotlight:

A Revolution in Duur's Renovations



Mowafaq Hashem gained both a Bachelor's and Master's degree in Industrial Engineering and had several years of experience in his family's contracting business in Syria, his homeland when the war began. Mowafaq Hashem and his family separated. They emigrated to Beirut, Lebanon, while Mowafaq went to Amman, Jordan, where he felt he had a better chance of having a successful career. **"I had to start from zero. I did not know many people. I did not know the Jordanian system nor its market, but I had to start somewhere,"** explains Mowafaq. In order to find work, Mowafaq contracted a residential building project for his cousins' company, where he worked for over two years. However, Mowafaq dreamed of running his own business as his father and grandfather had done before him.

Mowafaq founded his own company, Duur's Renovations, with his wife, an architect. They used their collective expertise; his wife designed the projects and he worked with builders and suppliers to implement the

designs. With a one-stop-shop solution, Duur Renovations was able to cater to international companies with high standards who wanted bespoke designs, eradicating the complicated process of using designers and constructors from different companies for a renovation. They expanded through the popular 'Jordanian Silicon Valley', the King Hussein Business Park, where they worked with leading companies and built a vast professional and social network. Suddenly, the COVID-19 pandemic hit, and all construction was halted.

"We got hit really bad; we started spending our savings to maintain our business."

Determined not to give up, Mowafaq used the time during lockdown to adapt his business; however, despite reading a lot of books on entrepreneurship, he found the realities of building a business incredibly challenging. Mowafaq joined Jusoor's Small Business Accelerator Program.

"I was happy I made connections with both the other trainees and the trainers. I also enjoyed the one-on-one consultations, especially those with regard to public speaking and digital marketing. **Sometimes in life, we might be overconfident that we know all about our business, but when we go through training and we are asked to fix some aspects of it, we become critical of faults that were pulling us back and we never knew of.**"

Mowafaq transformed Duur's business model throughout the program. With the remote work era emerging, he built a website where customers can create designs and get construction prices from the comfort of their own homes. He planned to enroll underprivileged yet skilled Arab employees from Syria, Lebanon, Egypt, and even the Gulf. After he pitched his venture during Investor's Day, he found the jury's constructive criticism very valuable and beneficial.

Mowafaq gained the confidence and business skills he needed to take his next steps. he left the Small Business Accelerator Program with a thorough and innovative roadmap that had been critiqued by experts to guide him along the journey of realizing his dream venture.





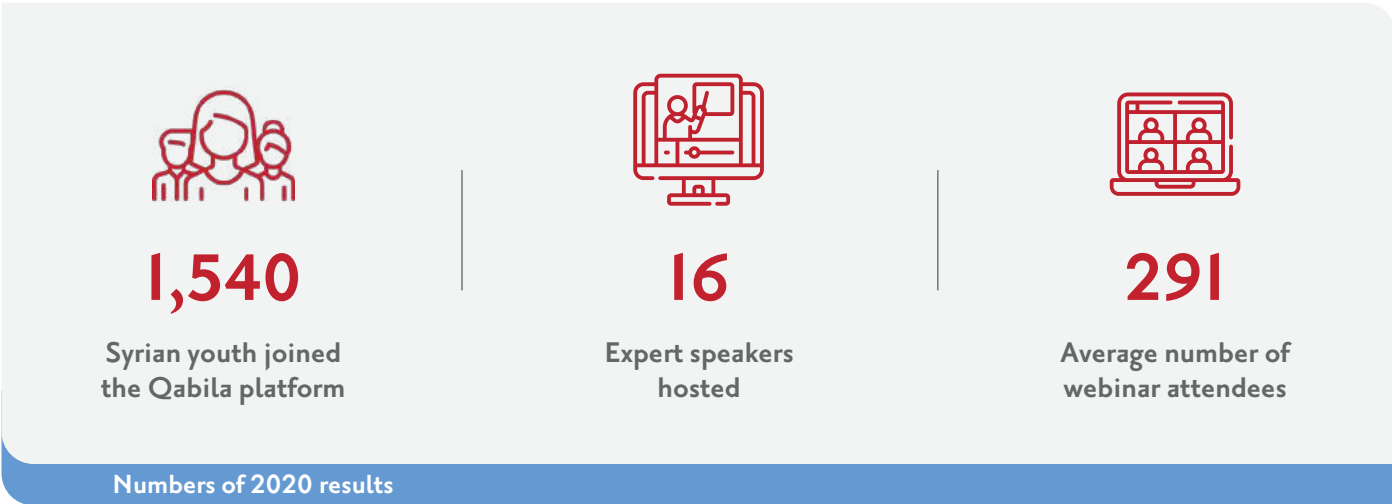
Personal Development Program

Connecting the Syrian Diaspora Community

The program started in 2012, at a time when millions were forced to leave Syria to seek refuge, resulting in Syrian youth being dispersed all over the world and adapting to new cultures, languages, and systems. Once there, many Syrian youths faced difficulties in accessing opportunities to join higher education, through lack of financial means, or lack of clarity around application systems, and also difficulties in finding skilled jobs, due to differences in ways of finding jobs, lack of network, and differences in skill sets.

The Jusoor Personal Development Program was launched to support Syrian youth to find opportunities outside of Syria that align with their talent and skills, both in access to the workforce and career development, and access to education.

The program is focused on connecting and engaging with the expatriate Syrians and the international community who are motivated to volunteer and support ambitious Syrian students.



Qabila Program

The Qabila project facilitates the connection of the Syrian diaspora and the international community to engage and learn from each other by hosting a series of webinars on university or job application processes and professional skills.

Mentorship Program

Through a network of 18,000, Jusoor facilitates a community of Syrian diaspora and the international community to exchange knowledge, ask questions, and access mentorship.

The mentorship program allows Syrian refugees to partner with university graduates from around the world. Mentors and mentees are matched on the basis of the subject area or university the mentee is interested in, for the access to university track, and sector and location for the careers track. The mentee will have a chance to ask any questions about application processes and skillsets in a few sessions held over a period of 3 months. This also gives the mentee the opportunity to review their personal statements and CV.

Jusoor Management Team



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 oversees all programs run by Jusoor, empowering Syrian youth for a brighter tomorrow.



Suha Tutunji, Academic Director of the Refugee Education Program

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



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 a passion for donor databases, served as a media spokesperson and she has raised tens of 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.



Bassam Issa, Head of Finance, HR and Office at Jusoor

Bassam has worked at the intersection of the humanitarian and finance sectors for several years across local and international programs in Lebanon, Iraq and Syria. Previously, he was the Finance Manager and Program Officer for Nonviolent Peaceforce's Syria program and Finance Trainer for NP's project in Iraq. Bassam is certified in finance training for NGOs, USAID proposal development, high-risk environment operations & survival, unarmed civilian protection, and monitoring & evaluation. He studied computer science at the Lebanese International University and has a diploma of Human Rights and Forced Displacement from the University of Peace.



Mahmoud Tahan, Head of Communications

Mahmoud is an experienced designer, digital marketer, and content creator with ~10 years of experience enhancing the profile and mission of human rights organizations, educational institutions, and private sector businesses including Harvard Arab Alumni Association, UNICEF, and Amnesty International. As a behavioral marketer, Mahmoud is a strategic developer of digital content, branding, web development, and UI/UX design, with expertise in tailoring content to the needs of international and local audiences. Currently, Mahmoud serves as Head of Communications at Jusoor, working closely with program leads and the fundraising department to promote the impact of their education and entrepreneurship globally.



Anas AlChalabi, Entrepreneurship Project Manager

Anas is a Project Manager for Jusoor on entrepreneurship & SME ecosystem development in Lebanon, Jordan, and Iraq. He specializes in designing and implementing support programs and initiatives in the entrepreneurship sector. Anas is also a Regional Facilitator at Techstars, the 2nd largest business accelerator in the world. Since 2012 he led various initiatives with media agencies, human rights organizations, governments, and business accelerators from the US, EU, and MENA that revolve around education, job creation, capacity building, and investing in refugee entrepreneurs.



Ziena Abu-Dalbouh, Entrepreneurship Program Design Manager

Ziena has extensive experience in various sectors in the field of business development, having worked on projects with different NGOs, Government & Corporates. Ziena has a Master's Degree in Business Administration & Marketing and a bachelor's degree in Pharmacy & Pharmaceutical Manufacturing. In her current position as Entrepreneurship Program Design Manager, Ziena designs entrepreneurship programs tailored to enable Syrian & host communities' beneficiaries to accelerate their businesses' growth curve.



Michèle Boujikian, Research and MEAL Consultant

Michèle has decade-long research experience in both policy studies and the humanitarian sector. She has led research studies and project evaluations for several international organizations. Lately, her work has been focused on the education of disadvantaged children, particularly refugees. Michèle has extensive experience in the design of research projects and experimental studies, fieldwork management, and the use of quantitative and qualitative research methods. In her current role at Jusoor, she is carrying out consultancy projects for the Refugee Education Program while also working on strengthening and developing the program's M&E system.



Bushra Dabbagh, Community Engagement Coordinator

Bushra has worked in the humanitarian sector for five years in Aleppo, Syria. She was a project manager and a facilitator for a youth empowerment program at Mobaderoon. She founded "She CANDles" a manufacturing enterprise to make and sell scented candles to support female education in Syria. She also co-founded "Elitna", a psychological and financial support enterprise for internally displaced people in Aleppo. She also was the project manager at Prime Movers that focuses on providing hands-on leadership programs for young people. She is currently working as the community engagement coordinator and Qabila project manager.

Jusoor Board Members



Ahmad Nehlawi
 Ahmad currently supports venture capital fundraising and private placements for The Capital Partnership and its affiliates based out of London. Ahmad has over 10 years of investment banking and private equity experience assisting corporates and Sovereign Wealth Funds across corporate finance and capital markets assignments. Previously, Ahmad was at J.P. Morgan as part of the Equity Capital Markets and Corporate Finance advisory teams. Prior to that, Ahmad was part of Perella Weinberg Partners' Middle East coverage team focusing on M&A and restructuring mandates. Ahmad holds a Bachelor of Commerce from McGill University. Ahmad is a long-time advocate of the needs of Syrian youth who are determined to secure a bright future.



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.



Rami Zayat
 Rami is a Legal Director in the Dubai office of DLA Piper. He represents a broad range of clients from start-ups to mature publicly traded companies, government entities and IT companies. Rami has a broad practice and has extensive experience advising clients across a range of industries in connection with government contracting, large complex IT contracts, local and cross-border corporate commercial, general IT and services contracts, intellectual property and corporate commercial matters. Rami also has a focus on non-contentious IT projects, with particular experience in the delivery of large-scale outsourcings and managed services transactions. Rami is passionate about education and preserving Syrian cultural traditions while developing an educational system and economic forum that provides the structural basis for the development of youth.



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.



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.



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.



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.



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 Trustees



Alexandra Chen
 Alexandra Chen (A.B., A.M., Ed.M., PhD. Candidate, Harvard University) is a child protection and mental health specialist from Hong Kong serving refugees in conflict and post-conflict zones. For over a decade, Alexandra has been working with vulnerable and displaced communities in and from Palestine, Iraq, Somalia, Pakistan, Afghanistan, Ethiopia, South Africa, Senegal, Myanmar, and most recently as advisor to UN agencies on the Syria crisis. She is currently serving refugee communities in Lebanon, Syria, Jordan, Iraq and Turkey, focused on providing early childhood education and trauma therapy for victims of sexual violence and torture. Alexandra is also completing her PhD at Harvard University, studying the impact of trauma and toxic stress on children's cognitive functioning and mental health. She speaks 10 languages, including Chinese, Arabic and French.



Fadi Salem
 Fadi Salem is an internationally recognized authority in digital governance and technology policy domains, recently selected as one of the 100 Most Influential People in Digital Government worldwide by Apolitical. He is currently the Director of Policy Research at the MBR School of Government, and is the founding Editor-in-Chief of the Dubai Policy Review journal and leads the Future Government and Innovation Group in the School as a Senior Research Fellow. He also serves as a member of several governance and advisory boards, such as Smart Dubai Office's Artificial Intelligence Ethics Advisory Board, the Digital Government Society Board, and Board of Trustees of Jusoor. Globally, Fadi has led projects with the United Nations, OECD, World Bank among other in areas of digital transformation, Govtech, innovation policies, smart cities development; policy implications of Artificial Intelligence, the 4th Industrial Revolution, IoT, big data and open government.



Kareem Sakka
 Kareem Sakka is currently Publisher of Raseef 22, a media platform covering contemporary Arab affairs. Kareem started his career in the First Interstate Bank's headquarters in Los Angeles offering financial services to Fortune 500 companies. His resume spans big names he has worked with, such as Citibank and Capital Trust where he acquired expertise in risk management and corporate and project financing. Kareem holds a BA in Economics from the University of Southern California and an MBA from Georgetown University.



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.



Samer Danials
 Samer is an entrepreneur and president of Across Asset Management, a holding investment company based in Houston, Texas. Samer holds a Bachelor of Engineering from UCL, University of London, and Master's Degree in Economics and Finance from Ecole Nationale des Ponts et Chaussées, Paris. He serves on the boards of several business and social organizations across North America, Europe, and the Middle-East.



Sulaiman Naim
 Sulaiman Naim is Chairman of Middle East Projects Development, whose key activities are supplying goods and services to the oil and gas industries, commercial and residential real estate development, and industrial plant construction and management. Sulaiman was born and raised in Syria, studied for a bachelor's degree in Cairo, and later earned a DIC and MSc in Engineering from the Imperial College in London.

Jusoor Donors - In Gratitude

We would like to extend our gratitude to the hundreds of Jusoor donors who donated less than 5,000 USD and/or who have donated their time and expertise. Donations included below are accumulative up to December 2020.

Special Recognition
(\$500,000+)
LDS Charities

Benefactors
(\$100,000-\$499,999)
Chalhoub Group
Spark

Patrons (\$50,000 to \$99,000)
Rania Succar
Clement Pang
Sulaiman and Amal Naim
Christie Pang and Brian Mak
Amr Salahieh and Laila Munif

Sponsors
(\$20,000 to \$49,999)
Margaret and Nelson Chen
World Vision Jordan
Finance in Motion
Asfari Foundation
Overseas Development
Institute
Anonymous

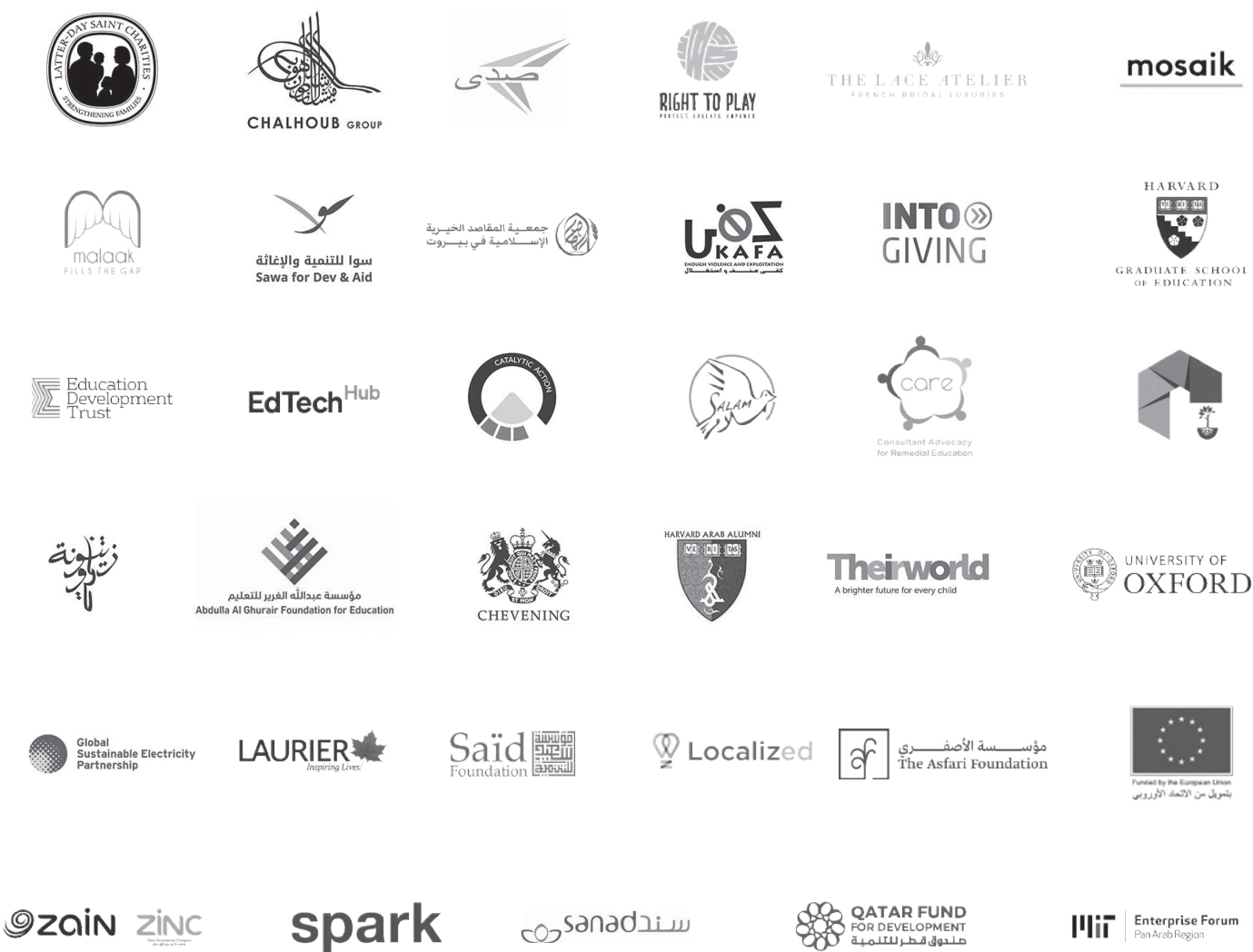
Donors (\$5,000 to \$19,999)
Nadia Chatti
Iyad Duwaji
Samer and Lama Danial
Alexandra Chen
Talal Sawwaf
Yasmin Alireza
Kareem and Dania Sakka
Mohannad Malas
Ossama and Marjan
Hassanein
Mohammad Ismail and
Khairieh Mourtada
Matthew Hollis
Anonymous
Lena Demashkieh and Fahad
Roumani
Anonymous
Rami and Iffat Zayat
Maya Zayat
Nora and Ali Diab
Mansour and Lana Nehlawi
Shatha Al Noaimi
Anonymous
Rachel Kleinfeld

Jamie Holden
Riad Kamal
Google Giving Week campaign
organized by Jonas Taege
Omar Jabri
Anonymous
Mohammad and Najla Al
Zaibak

**Education and In-Kind
Supporters**
Education Development Trust
SAWA for Development and
Aid
International Students
Overcoming War (ISOW) at
Wilfrid Laurier University
Al Zarqa University
Doha Institute for Graduate
Studies



Jusoor Partners - In Gratitude



Jusoor Financial Statements for the Year Ending on December 31, 2020

Combined for Jusoor (USA), Jusoor UK, and Jusoor Canada

Consolidated Statement of Financial Position				
January - December 2020				
	Jusoor (US)	Jusoor (UK)	Jusoor (Canada)	Combined
	USD	GBP	CAD	USD
ASSETS				
Current Assets				
Bank Accounts	\$891,011.15	£23,424.55	\$24,031.50	\$940,722.11
Other current Assets	\$1			\$1.00
Fixed Assets	\$15,546.83			\$15,546.83
Accumulated Amortization				\$0.00
Furniture and Equipment				\$0.00
TOTAL ASSETS	\$906,558.98	£23,424.55	\$24,031.50	\$956,269.94
LIABILITIES AND EQUITY				
Liabilities	\$35,150.00			\$35,150.00
Accrued Expenses				
Equity	\$871,408.98			
Retained Earnings		£63,909.25	\$28,269.20	\$106,934.33
Unrestricted Net Assets				
Net Revenue		-£40,484.70	-\$4,237.70	-\$57,223.38
TOTAL LIABILITIES AND EQUITY	\$906,558.98	£23,424.55	\$24,031.50	\$956,269.94

Exchange Rate on December 31, 2020

CAD to USD	1 CAD = 0.7693 USD	0.7693
GBP to USD	1 GBP = 1.3329 USD	1.3329

Consolidated Statement of Financial Activity				
January - December 2020				
	Jusoor (US)	Jusoor (UK)	Jusoor (Canada)	Combined
	USD	GBP	CAD	USD
Revenue				
Direct Public Support				
Individual Contributions	\$643,585.50	£20,357.47	\$18,143.80	\$684,678.79
Corporate Contributions	\$368,948.50	£13,331.17		\$386,718.02
Foundation Contributions	\$1,126,721.97	£3,042.13		\$1,130,776.92
Total Direct Public Support	\$2,139,255.97	£36,730.77	\$18,143.80	\$2,202,173.72
Uncategorized Revenue	\$13,382.75	£170.00		\$13,609.35
In-kind rent revenue	\$18,000.00			\$18,000.00
Gifts in kind	\$46,734.00			\$46,734.00
Total Revenue	\$2,217,372.72	£36,900.77	\$18,143.80	\$2,280,517.07
Expenditures				
Bank Service charges	\$35,477.44	£3,157.00	\$121.20	\$39,778.74
Business Expenses	\$188,953.13			\$188,953.13
Enrichment Activities for Students				\$0.00
Facilities and Utilities	\$116,306.29			\$116,306.29
Amortization Expense	\$37,405.00			\$37,405.00
Equipment and Supplies	\$55,693.66			\$55,693.66
IT Services	\$18,932.41			\$18,932.41
Personnel	\$622,615.45	£28,178.47		\$660,175.38
Professional Services	\$106,061.27			\$106,061.27
Scholarship, Travel, Books, and Student Fees	\$106,428.09	£46,050.00	\$22,260.30	\$184,934.59
Transportation for Children	\$84,672.67			\$84,672.67
Transportation for Management	\$1,291.76			\$1,291.76
Miscellaneous and Other Expenses	\$24,413.62			\$24,413.62
Uncategorized Expenditure	\$19,870.72			\$19,870.72
Total Expenditures	\$1,418,121.51	£77,385.47	\$22,381.50	\$1,538,489.24
Net Operating Revenue	\$799,251.21	-£40,484.70	-\$4,237.70	\$742,027.83
Net Revenue	\$799,251.21	-£40,484.70	-\$4,237.70	\$742,027.83

Exchange Rate on December 31, 2020

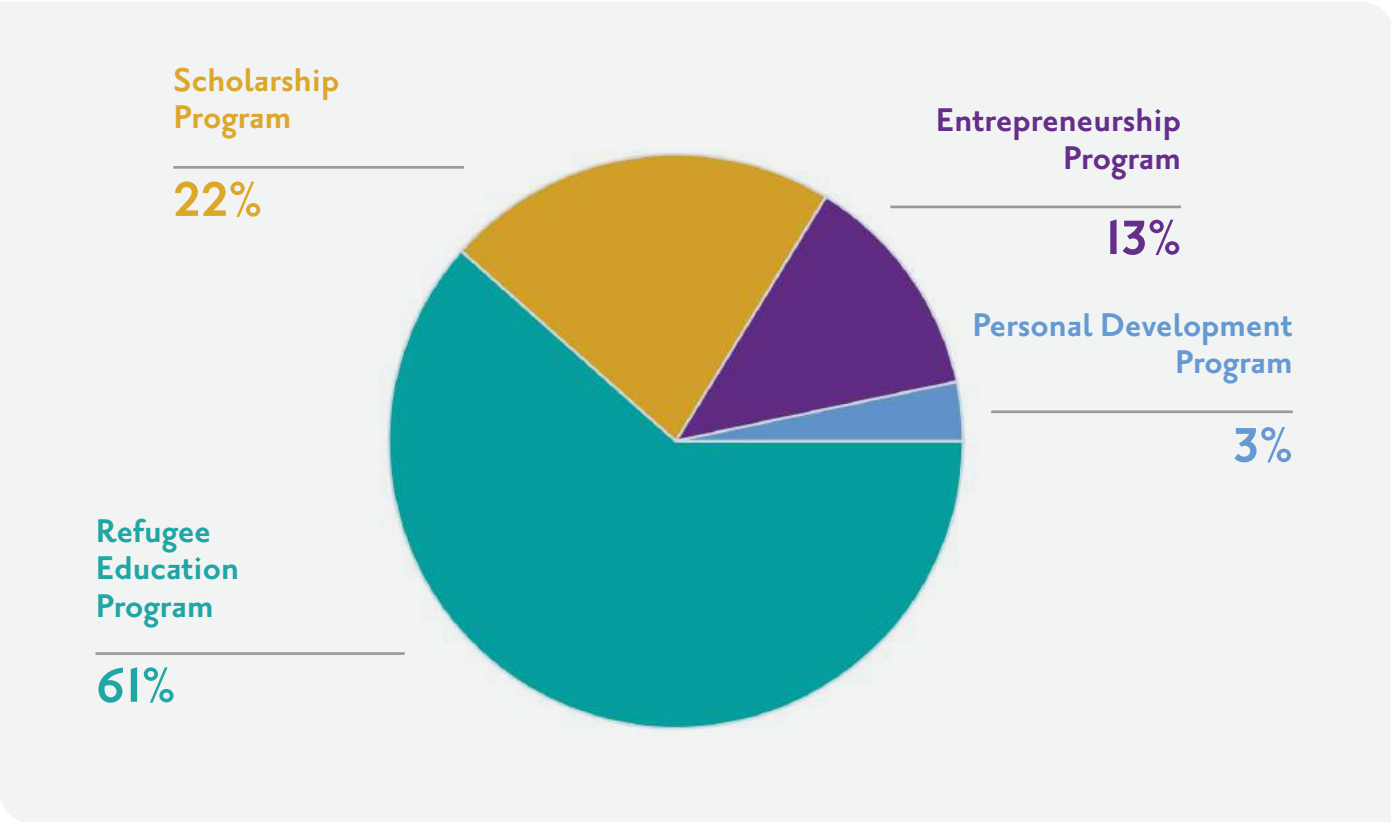
CAD to USD	1 CAD = 0.7693 USD	0.7693
GBP to USD	1 GBP = 1.3329 USD	1.3329

Consolidated Statement of Functional Expenses												
January - December 2020												
Program Services							General and Administrative				Fundraising	
	Refugee Primary Education	Higher Education Scholarships	Entrepreneurship Training and Support	Annual Global Conference	Mentorship and Career Development Activities	Total	Management and General	Accounting and Legal Services	Other Supporting services	Total	Fundraising	TOTAL
	Jusoor Combined (USD)											
Amortization Expense						\$0.00				\$0.00		\$0.00
Bank Service Charges	\$3,360.06	\$93.24	\$154.33			\$3,607.63	\$1,060.06	\$4,208.06	\$6,000.00	\$11,268.12		\$14,875.75
Business Expenses	\$70,932.94		\$4,000.00			\$74,932.94			\$51,827.23	\$51,827.23		\$126,760.17
Enrichment Activities for Students						\$0.00				\$0.00		\$0.00
Facilities and Utilities	\$112,693.61		\$840.00			\$113,533.61				\$0.00	\$2,772.68	\$116,306.29
Equipment and Supplies	\$45,354.09	\$10,339.57				\$55,693.66				\$0.00		\$55,693.66
Grants						\$0.00				\$0.00		\$0.00
IT Services						\$0.00				\$0.00	\$18,932.41	\$18,932.41
Personnel	\$306,379.81	\$35,092.17	\$26,950.00		\$8428.56	\$376,850.54	\$123,617.00		\$126,124.81	\$249,741.81	\$55,707.84	\$682,300.19
Professional Services		\$12,768.92	\$42,744.41		\$25,000.00	\$80,513.33		\$8,509.85	\$22,650.00	\$31,159.85	\$17,038.09	\$128,711.27
Scholarship, Travel, Books, and Student Fees	\$603.33	\$184,331.26				\$184,934.59				\$0.00		\$184,934.59
Training and Speaker Expenses		\$843.33	\$61,349.63			\$62,192.96				\$0.00		\$62,192.96
Transportation for Children	\$84,672.67					\$84,672.67				\$0.00		\$84,672.67
Transportation for Management	\$1,290.66					\$1,290.66				\$0.00		\$1,290.66
School Construction	\$24,413.62					\$24,413.62				\$0.00		\$24,413.62
Miscellaneous and Other Expenses						\$0.00				\$0.00		\$0.00
Total Expenditures	\$649,700.79	\$243,468.49	\$136,038.37	\$0.00	\$33,428.56	\$1,062,636.21	\$124,677.06	\$12,717.91	\$244,007.04	\$381,402.01	\$94,451.02	\$1,538,489.24

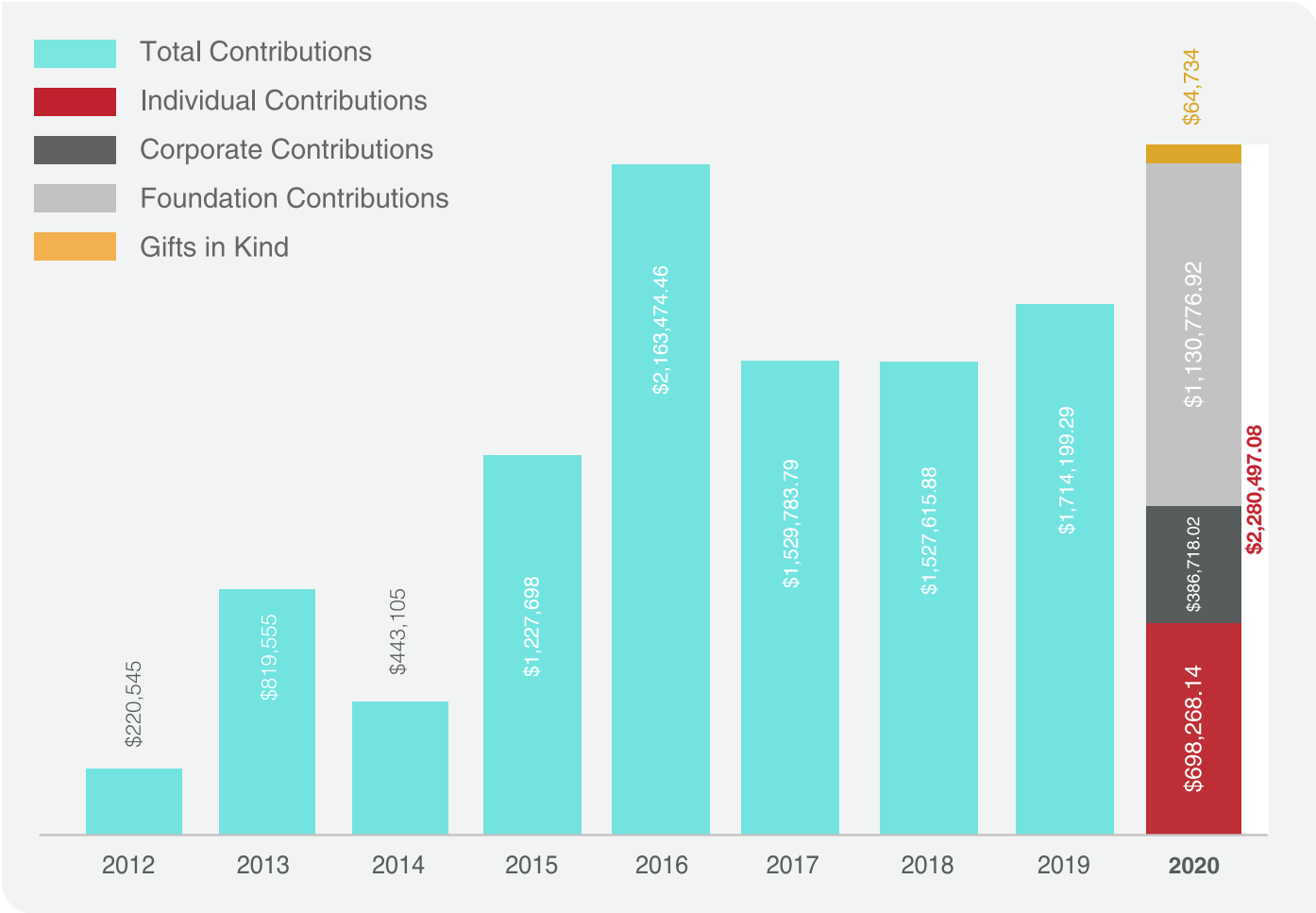
Exchange Rate on December 31, 2020

CAD to USD	1 CAD = 0.7693 USD	0.7693
GBP to USD	1 GBP = 1.3329 USD	1.3329

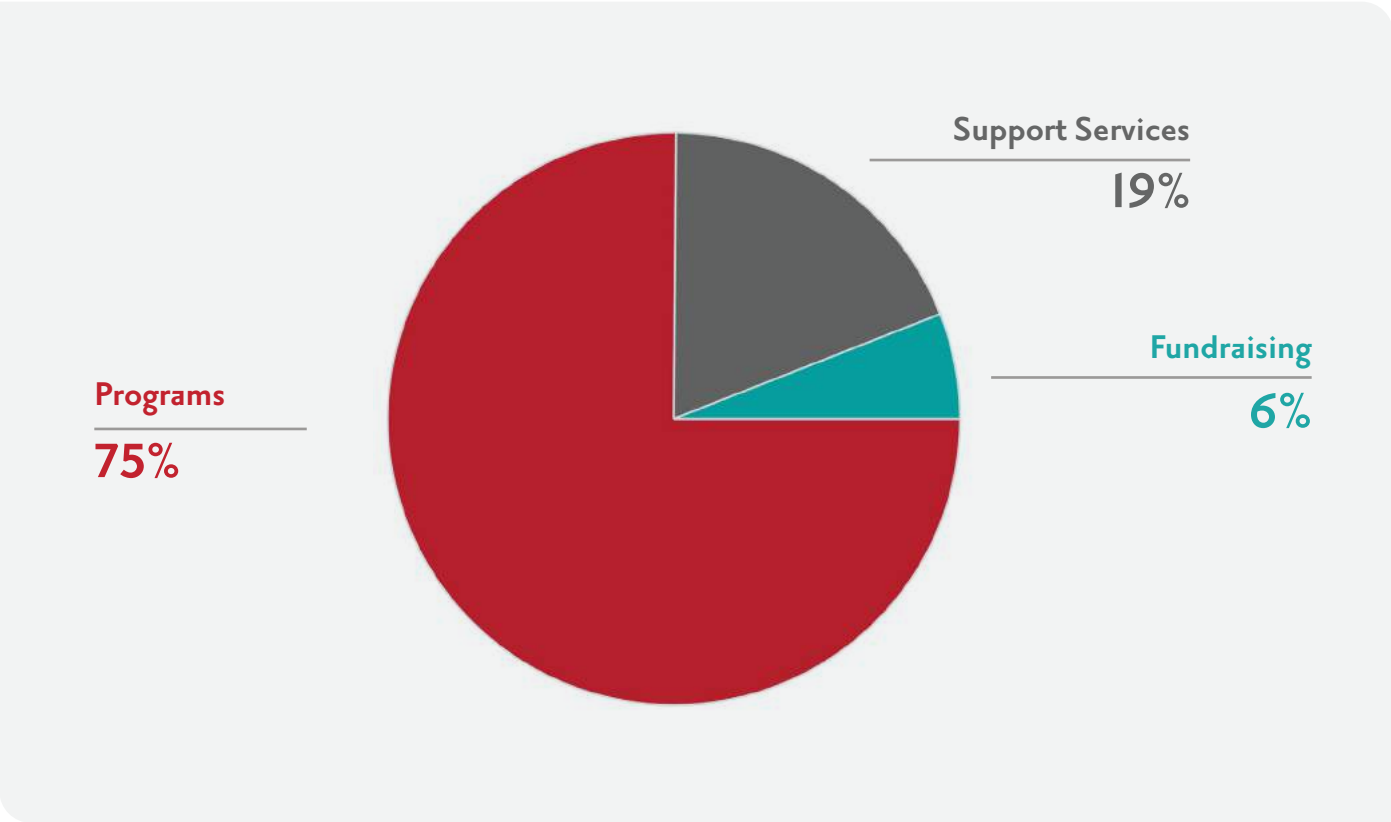
Expenses by Program



Donations Over Time



Expenses by Type



Annual Report Credits
Thank you, Diala El Hout for assembling the stories.
Ahmad Tahan for taking the photographs.
Mahmoud Tahan for designing the report.



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.

www.jusoor.ngo