



# JUSOOR 2021 ANNUAL REPORT



## Message from the Board

For Jusoor, 2021 was a year of blessings and celebrations. At the time Jusoor was founded, few would have imagined that ten years later, we would be awarded a 7-figure gift from MacKenzie Scott, an astounding recognition of Jusoor as one of the leading organization providing opportunities to maximize the potential of Syrian children and youth.

The Jusoor Founders dreamt of a world where every Syrian child and youth would have the opportunity to fulfill his or her potential. Since then and despite all the setbacks, the strength, resilience and determination of our team and extended family of supporters made it possible to achieve exceptional outcomes. To date, Jusoor has provided nearly 10,000 children with primary and secondary education, 3,246 youth with entrepreneurial training and opportunities, and 305 youth with university scholarships.

We are so proud of what our programs have been able to accomplish, expanding our reach further than ever. This year saw our largest Startup Roadshow to date, which brought together 6,600 entrepreneurs from Lebanon, Jordan, Turkey, and Iraq virtually to join our Bootcamps. We concluded our Startup Roadshow with a Demo Day, where we welcomed Ronaldo Mouchawar as keynote speaker, and six out of the 50 teams from our incubator stage were awarded a total of \$60,000 to grow and develop their businesses after pitching their ideas to a panel of judges. In 2021, we also launched our first Jusoor Agriculture Accelerator as our latest entrepreneurship project to train, develop, and fund startups with promising solutions to the agricultural challenges presented in Jordan and Lebanon.

We continue to place investments in quality education at the heart of our work. In 2021, we celebrated the graduation of 18 Jusoor scholars and welcomed 15 new scholars, placed at top universities such as McGill and Oxford and international high schools across the world. We can't wait to see the impact of this year's cohort of scholars and alumni! In order to support the next generation of incredible Syrian scholars, in 2021 we connected 42 mentees with 33 university graduates and experts, guiding them through the university application process.

We are always looking for new ways to reach and support Syrian youth - in 2021 we piloted a Professional Development Mentoring Project connecting industry experts with Syrian mentees to support them in building their network and coach them through the process of applying to jobs. Watch this space for more iterations in 2022.

Despite starting the year in lockdowns in Lebanon, 2021 saw not only 1,200 Syrian children return to our three education centers, but we were so proud to open Jusoor's first licensed school located in Saghbine, West Beka'a, Lebanon. This school will unlock many opportunities for thousands of Syrian and vulnerable Lebanese students in the years to come. In addition, we adapted our innovative Azima project to teach basic literacy and numeracy skills over Whatsapp to over 100 working children who are unable to attend classes in school, pushing ourselves to educate the most vulnerable and hardest to reach children.

Concluding the year, we're thrilled to celebrate Jusoor's 10th Anniversary, A Decade of Impact recognising the collective impact of giving education to 10,000 Syrian children and youth, through events in Los Angeles, San Francisco, London and Dubai with our Jusoor friends and families on the ground as well as a virtual celebration with words from the founders of the organization, program leads and the Syrian youth who have benefited from our work and an [exclusive performance from Noel Kharman](#).

Each decision we make and every step we take at Jusoor has the intent of making a difference in the lives of Syrians around the world. For the Jusoor team and Board - it's an incredible honor to be able to serve the Syrian community. To each of our supporters, we extend our sincerest gratitude: you have made Jusoor what it is today and we look forward to working with you to continue making life changing investments in Syria's next generation.

Sincerely,  
Grace Atkinson, Executive Director

### The Jusoor Board of Directors:

Ahmad Nehlawi, Dania Ismail, Leen Al Zaibak, Maya Ghosn, Rami Zayat, Rania Succar, Safouh Takrouiri



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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 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.

## Our Impact So Far



9,927

Children  
Educated



3,246

Entrepreneurs  
Trained



305

Scholarships  
Awarded



\$1,213,092

Training Startups  
& SMEs





## Celebrating our 10<sup>th</sup> Anniversary

In 2021, we celebrated a decade of Jusoor with a decade of impact, commitment, hard work and dedication to a mission that we truly believe in. As we looked back on what we achieved alongside our supporters, we realize it's bigger than what we've ever imagined. Collectively, we have given the gift of education to 10,000 Syrian youth.

We concluded 2021 with four in-person Galas across The United States, The United Kingdom, and Dubai. We also celebrated our ten years of impact with a virtual celebration where we showcased some of our favorite highlights, stories, and memories. During these events, we also set our plans for the future of Jusoor. You can [watch the full event here](#).



## MacKenzie Scott's 7-Figure Gift

Probably the most significant highlight of 2021 was the seven-figure gift from MacKenzie Scott, author and philanthropist, and her husband, Dan Jewett, made during Refugee Week. The donation was the largest in our 10-year history, and since then, has started to have a transformative impact on our work in empowering young Syrians around the world through education, international scholarships, entrepreneurship programs and community engagement.

*"We chose to make relatively large gifts to the organizations named below, both to enable their work, and as a signal of trust and encouragement, to them and to others. Would they still benefit from more (more advocates, more money, more volunteers)? Yes. Like those we shared in July and December of 2020, these 286 teams were selected through a rigorous process of research and analysis." -MacKenzie Scott*

# Highlights of 2021





# Refugee Education Program

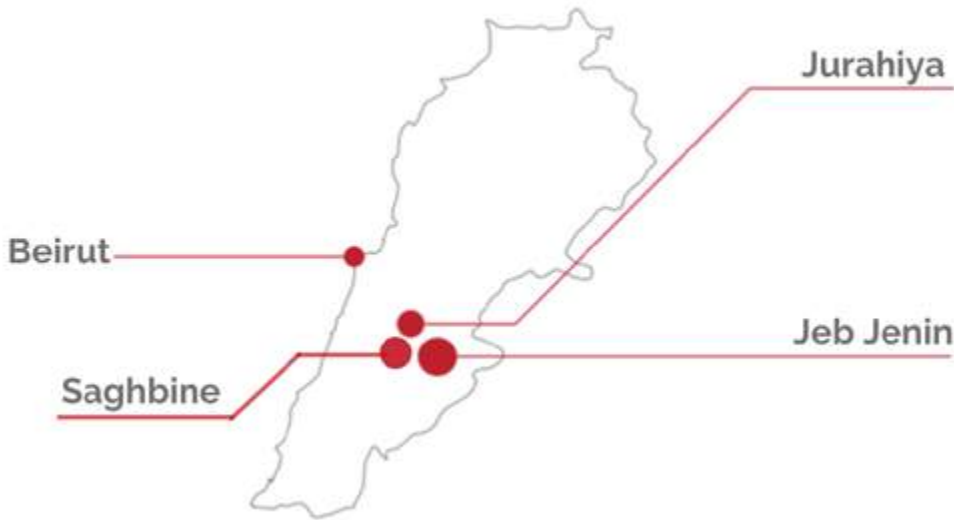
## About the Program

Almost half of the Syrian refugees in Lebanon are children, many of whom have been out of school for years or have never had a formal education. Our Refugee Education Program provides displaced children with education and helps them continue their academic journey to become Syria's future leaders. Through the power of knowledge, we help them realize what they want to achieve and understand the heights they can reach.

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.



Jusoor's  
Refugee  
Education  
Centers



## Our Impact in 2021



86

Early Childhood  
Students



432

Primary Education  
Students



1,474

Total Number of  
Students

Learn more about the program impact  
in the last 10 years

[Learn More](#)





## 2021 Program Highlights

### Jusoor's New School Opening Thousands of New Opportunities



With the utmost generosity and support of our donors, Laila Munif and Amr Salahieh, we announced the opening of Jusoor's first licensed school located in Saghbine, West Beka'a, Lebanon, in parallel to the return of in person classes after the Covid-19 pandemic and lockdowns. This new facility will complement Jusoor's mission in providing education for hundreds of Syrian refugees, and vulnerable Lebanese children. Today, we have more than 300 students registered in our new school who are ready to take on their new scholastic journey.

Starting at kindergarden, Jusoor's students can now complete their primary, middle and high school education, all in one place. With Saghbine's new center, Jusoor's high school graduates can now take the Lebanese Baccalaureate examinations at their respective time and place without having to change schools in advance. This new school will provide the children with an uninterrupted educational experience, which will help them navigate their academic paths with no concerns regarding school, official certificates, or qualifications.

### Azima 2.0: Unleashing Hidden Potential



Jusoor's Azima Program started in 2020, supported by the Latter-day Saint Charities in Lebanon, as an online alternative to conventional face-to-face learning when Lebanon was experiencing a surge in COVID-19 cases. We considered redesigning the methods we use to deliver education to hundreds of Syrian children in their homes within the existing limitations, ranging between internet access, literacy level, and financials.

Many Syrian students in Lebanon cannot take part in conventional education due to challenges such as finances, availability, and accessibility. Moreover, a great number of them are involved with full-time jobs to support their families, get food on the table, and eventually, face an unjust lifestyle that deprives them of one of the most important rights, a child's right to education. So far, in four months, we've seen excellent results from our Azima students. Like Mezyad, the Syrian student who works at a barbershop from the early morning until the evening.

## Program Partners



## Our Pride



We were introduced to Jusoor several years ago, reviewed their work, and visited several of their programs throughout Lebanon. Confident in their capabilities, we are pleased to have supported several projects addressing education, mental health, and other basic needs. Jusoor does remarkable grassroots work while maintaining high-quality organizational standards.”

**Brett McDonald**

Latter-day Saint Charities' Manager, Refugee Sustained Support Initiative



## Mezyad

### A Tireless Learner



Mezyad was only two years old when the Syrian conflict started in 2011. His family fled Homs after suffering the deteriorating security situation and unbearable living conditions. With his early life shaped by displacement and its many associated challenges, Mezyad did not have the chance to regularly attend school.

In 2016, Mezyad joined one of Jusoor's schools in Beka'a, Lebanon, where he showed a sincere interest in his classes and made many friends. As his mother **Asmahan** remarked, "He used to love to go to school. Every afternoon, he'd prepare his homework and share all the things he learned from his teachers with me. He didn't see it as an obligation. Instead, he truly enjoyed it."

In 2019, nine-year-old Mezyad had big dreams and ambitions for his future. His experience at Jusoor's school helped him start a new chapter of his life — one that aims to overcome memories of war, violence, and uncertainty. Unfortunately, COVID-19 hit Lebanon in 2020.

"The situation was very difficult for me and my family. I realized I had to leave my school and work for extra income. There was no other option at that time."

Between his family's financials, lockdown, and the overall public health situation, Mezyad had to leave school. He found himself searching for a job alongside 180,000 Syrian refugee children in Lebanon who often face hazardous work conditions, low pay, and exhausting working hours.

Mezyad finally found work at a barbershop. When asked about his daily routine, he answered: "I leave the house at 7:00am and come back at 10:00pm six days a week. On Mondays, I get to come back home an hour earlier, and I have more time to rest and start again the next morning."

A few months into his work at the barbershop, Mezyad joined Jusoor's online education program, Azima, at the encouragement of his boss' wife. There, he reconnected with his passion for learning and demonstrated incredible dedication towards completing his assignments. Mezyad spent one to two hours every day after work on his homework using WhatsApp, where Jusoor's teachers share online lessons, explanations, and exercises. Azima provided Mezyad with a flexible schedule for his education and was of immense help to him.

"Math is my favorite subject. I am using what I learn to know how to calculate the money I earn. Thanks to Azima, I am not missing out on school anymore," **Mezyad** shared.

Jusoor's Azima Program helps to ensure that hundreds of students like Mezyad are receiving the same quality of education as their national peers. The program helps to prevent the deterioration of students' academic and socio-emotional development. Syrian students can keep learning and pursuing their dreams, despite the challenges of the current moment.





## Dua'a & Ibrahim

### Blooming With Determination



Dua'a, Ibrahim, and Ahmad lived with their parents, Mustafa and Mariam, in Al Raqqa, Syria. Like any other Syrian parents, they dedicated their lives to supporting and preparing their children to continue their education, pursue their dream careers, and build the lives they wanted.

The Syrian crisis hit their hometown in 2011. Fearing for the lives of their children, Mariam and her three young ones fled to a refugee camp in Lebanon. Separated from their father, who stayed in Syria due to circumstances beyond his control, the new family of four had to constantly move from place to place.

The family spent two years in a flimsy tent battered by the cruel storms of winter and the excessive heat of summer. One day, their tent caught fire and they had to leave everything behind once again — clothes, belongings, and hopes for a better life. They found temporary shelter at a car station before going back to the refugee camp and rebuilding their tent. During this time, the children tried to matriculate into Lebanese schools but were constantly asked to provide their official school documents from Syria, to which they had no access.

**"My children have been through the most difficult of times. Sometimes I wonder how they can still make sense of the world around them."**

Added to these challenges, the family needed to finance their children's schooling. Despite working hard day and night, Mariam's income was not enough, so thirteen-year-old Ahmad decided to work alongside his mother to help support his siblings.

As **Mariam** explained, **"Dua'a and Ibrahim wanted to help Ahmad work, but he refused and told them to focus on their education. When I asked him to take it easy on himself, Ahmad would look at me and say, dad is not here, but I am. I have to help our family."**

Ibrahim and Dua'a spent first grade in a public school and did not fully understand what made them different from their Lebanese classmates. The absence of a culture of acceptance and coexistence often led them to feel excluded. Thanks to both Ahmad, who is now working as a DJ in Lebanon, and Mariam, the tireless mother, Dua'a and Ibrahim were able to join Jusoor's educational centers in second grade.

At Jusoor's educational centers, they focused on studying and making up for the time they lost. They moved up two grades while Ahmad worked to support them. When Ahmad reached the appropriate age, Jusoor's Refugee Education Program helped him join an institute where he could apply for the Brevet exam.

Ahmad graduated top of his class and kept studying with the support of Jusoor until he joined university.

**"Everything was much different at Jusoor's school. I thought the atmosphere was going to be intimidating, but it was the exact opposite. My teachers, the counselors, and the entire team were very friendly. They took good care of us," Dua'a shared.**

Dua'a is currently studying for her Brevet exams in an official school in Lebanon. Her dream is to join university, study medicine, and become a doctor. She is passionate about helping others and works hard to achieve high grades and forge her own path.

Ibrahim is now studying nursing at an institute in Lebanon, learning skills that will qualify him to work with hospitals and public health centers. When asked about his favorite memory with Jusoor, Ibrahim answered:

**"The best part about being a Jusoor student is that you don't experience feelings of inferiority. The team empowered me not only academically but also psychologically. They helped shape my self-esteem, and I'm forever grateful for that."**







# Scholarship Program

## About the Program

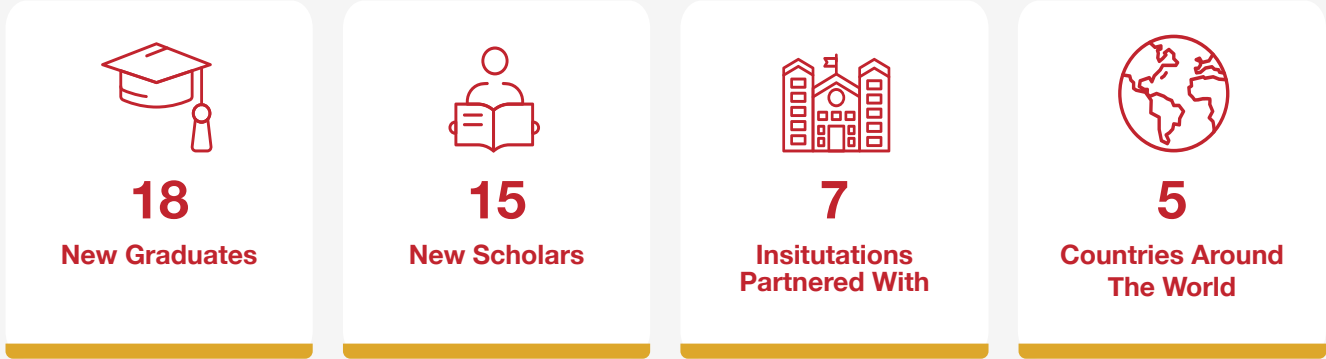
The Jusoor Scholarship Program enables Syrian youth to continue their academic studies and attain an education that will be essential to their futures as well as to the future of Syria. By supporting Syrian students to access excellent education institutions around the world, Jusoor is helping to create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

Jusoor’s scholarship program aims to bridge the gap between the potential of young Syrians and opportunities for further education. The program helps Syrian youth stay academically focused, access world-renowned institutions, and become their own success stories while changing the world for the better.

Jusoor Scholars,  
in 20 Countries



## Our Impact in 2021



Scholars of 2021 are spread between:  
Canada, UK, USA, Lebanon, India

Learn more about the program impact  
in the last 10 years

[Learn More](#)





## 2021 Program Highlights

### Awarded Scholars in 2021



#### New Scholars

- Abdulkarim Saho
- Abdullah Shaabanieh
- Aind Ahmed
- Alaa Allouh
- Anas Alaa Eddin
- Anoud Tellou
- Bassam Alloush
- Falak Sharf Aldeen
- Hassan Alkanash
- Ibrahim Alkaseer
- Issam Abdel Fattah
- Jana Charchar
- Leen Assaf
- Morhaf Alhenawi
- Yasmin Baleka



#### New Graduates

- Abdullah Shaabanieh
- Alaa Diab Hadid
- Alhasan Boubou
- Anas Mayya
- Dania Akram Khader
- Duaa Alderi
- Falak Sharaf Aldeen
- Khaled Taiseer Sadd El Deen
- Manar Naem
- Mohammed Ahmed Zahr
- Mohammed Khalf
- Morhaf Alhenawi
- Raheem Khadour
- Raza Imad Hajbeh
- Reham Almasaeed
- Summer Tirky Ghanem
- Yasmin Baleka
- Zeina Alakhchar

## Program Partners



## Our Pride



Our journey was very similar to that of the Jusoor scholars. We see ourselves in them. Their success represents for us the hopes and aspirations of our people from Syria and the region as a whole. Like them, we endured war, displacement lack of travel documents and other travails. Their challenges and hardship were difficult to overcome, but hard work and support of good people and organizations have allowed them to succeed against all odds.”

**Amr Salahieh**

Founder, President & CEO of Shifamed

## The Scholarship Advisory Board

In 2021, we created the Scholarship Advisory Board which includes Jusoor Board Members, Jusoor’s Executive Director, Scholarship Program Manager, Scholar and Alumni Engagement Coordinator, a current scholar, and an alumni.

By establishing the board, we are planning to receive effective feedback on the scholarship program by hearing the input of our community. The Board will create activities to ensure the engagement and empowerment of scholars and alumni. Additionally, the Board will advise on strategic tactics to grow the scholarship program and will assist in facilitating expansion of opportunities for Syrian youth.





## Suzy

### A Passion for Healthy Communities



When the Syrian conflict started, Suzy was in her final year of school. The war gradually engulfed her country, particularly her hometown, Homs. She kept going to school in increasingly dangerous circumstances. During her final year in Syria, she took the baccalaureate exam while bombing and shooting surrounded the school building.

“I remember we had to hide under our desks at one point. We knew there were snipers all around the school buses. The situation eventually became unbearable, and the school was closed.”

Suzy left for Lebanon as a result of the conflict. She enrolled in a bachelor program for nutritional sciences at the University of Balamand. There, she discovered her true passion. She began volunteering in one of Jusoor’s refugee education centers where she became inspired to help displaced families using her nutritional science background, participating in projects aimed at building healthy eating habits with refugee families.

Helping disadvantaged communities became her main focus. While in Lebanon, she joined international NGOs including the Red Cross and Oxfam, and she worked closely with Syrian

refugee students to help them hone their skills, learn English, and apply to universities.

“I wanted to help everyone I met. I knew what most of these people have been through, and I realized I have what it takes to make a difference in their lives. It was my responsibility to ensure I was qualified, and that was my plan.”

As soon as she graduated from university, Suzy began applying for scholarships to pursue a master’s degree in clinical nutrition. She spent months doing research, and ended up choosing to attend the University of Nottingham in the United Kingdom where she enrolled as a scholar of the 100 Syrian Women, 10,000 Syrian Lives scholarship.

“I felt beyond privileged that I was part of Jusoor’s community. However, every now and then, I would imagine how my friends in Syria were living. As a result of Syria’s economic collapse, they could not afford to attend such academic institutions.”

Studying at the University of Nottingham was a wonderful experience for Suzy. As the first scholar from the 100 Syrian Women, 10,000 Syrian Lives community to study in the United Kingdom, Suzy was deeply invested in

mentoring students and sharing her experience applying to international universities. In her last semester, COVID-19 hit and she had to return to the UAE, where her family lives. She worked on her thesis during the lockdown and graduated with a master’s degree in nutritional sciences.

Suzy is now working as a clinical dietitian in the United Arab Emirates and helping hundreds of people adopt healthier lifestyles. Receiving a Jusoor scholarship changed the direction of her life and sparked a sense of responsibility toward her surrounding community. Graduating from an international academic institution allowed her to work in the UAE and start pursuing her dream career.

“Many people in Syria are gifted and ready to give any opportunity their absolute best. Jusoor helped me discover my true potential, and I would love to help other students discover theirs. We definitely need more of this, and I am ready to give back.”



## Anoud

### Finding Her Own Way



“I knew I had what it takes to succeed. I only needed someone to believe in me and give me the chance to prove my abilities. Jusoor gave me this opportunity, and I’ll never forget that.”

Anoud moved to Jordan from Syria in 2011 right at the beginning of high school. Far from her homeland, high school was not an easy journey: she had to grapple with a new environment, a new culture, and building relationships in a new community.

She finished high school with distinctions of excellence, but felt under pressure. She did not know how to continue her studies or where she would find the mental and financial support she needed. She had to make the difficult decision not to attend a Jordanian university due to high fees that her family could not afford. Anoud’s family supported her in every way they could and encouraged her to find alternative solutions.

Anoud realized she needed to invest in her skills to pursue the life she wanted. She started working on her English day and night and joined Jusoor’s Personal Development Program to benefit from online webinars, lectures, and discussions. Inspired by Jusoor’s encouragement to volunteer, Anoud joined UNICEF. She enjoyed helping others and began to realize that this passion may be the missing piece.

Not giving up on her dream of completing higher education, Anoud kept searching for scholarships that would lead her to prestigious academic institutions. Thanks to her volunteer experiences, increased English proficiency, and completion of online courses, her confidence grew. When she heard of Jusoor’s 100 Syrian Women, 10,000 Syrian Lives scholarship, Anoud set aside her self-doubt and sent in her application.

“The main challenge that I faced while applying was how to deliver my message, how to write my story, and at the same time, demonstrate my future ambitions.”

A few months later, Anoud was awarded the 100 Syrian Women, 10,000 Syrian Lives scholarship to study at McGill University in Canada. Today, Anoud is focused on attaining high grades at McGill so she can study medicine. This is not without its challenges, however.

“The educational system was very different. I felt like I should change my Bachelor’s course, but with Jusoor’s continuous support and close follow-up, I gave this experience my absolute best. Thankfully, I feel much more capable now.”

Anoud also spends her time volunteering in Canada to give back to the Syrian community.

She plans to join Jusoor’s as a mentor to help other Syrian students apply for scholarships and receive offers to attend international universities. In 2025, Anoud will graduate from McGill and start the next step in her dream of becoming a doctor.

Anoud reflects that Jusoor supported her not only by offering a scholarship, but also by helping to foster her confidence: “Many students I know are facing the same circumstances I once had. What Jusoor is doing can save many students from being lost. Sometimes all we need is a chance to prove ourselves.”







# Entrepreneurship Program

## About the Program

Jusoor Entrepreneurship Program was launched in 2014 with the aim of supporting both the host community and refugee founders to launch and grow their startups. Since then, Jusoor has operated within the MENA entrepreneurial community and expanded its presence in Jordan, Iraq, Lebanon, and Turkey with many innovative projects to help guide entrepreneurs through their business development with funding, training and mentorship.

In 2021, Jusoor continued to give the youth the tools they need to establish their own startups and businesses, and become active members of the entrepreneurial society. With the aim of creating a strong collaborative community, the program initiated two projects in 2021; Jusoor's Startup Roadshow Wired, and Jusoor Agriculture Accelerator.

## Supporting Entrepreneurs, Startups and Small Businesses in

Turkey

Lebanon

Jordan

Iraq

## Our Impact in 2021



**50**

Startups Supported



**35.5%**

Female Participation



**\$439,092**

Invested in Trainings



**2,017**

Individuals Benefited

Learn more about the program impact in the last 10 years

[Learn More](#)





# 2021 Program Highlights

## The Startup Roadshow 3.0 Wired



Jusoor launched the Startup Roadshow 3.0 in 2021. It was a competition that was held virtually for Syrian entrepreneurs and host communities of Turkey, Jordan, Lebanon, Iraq with the goal of discovering the next superstar entrepreneurs and equipping them with the skills to realize their potential.

Building on Jusoor’s vision “No Entrepreneur Left Behind,” the virtual bootcamp was launched in February and brought together 6,000 entrepreneurs from Lebanon, Jordan, Turkey, and Iraq. The top 50 businesses were selected to participate in the incubation phase, and were provided 3 months of services, including 50+ hours of specialized group business training, 600+ hours of 1:1 mentorship, 100+ hours of 1:1 legal and marketing consultation, and direct business services worth over \$100,000 USD. From these 50 businesses, the judges chose the top 13 teams in the pitching event to showcase their projects at the Demo Day and 6 teams won the first, second, and third prizes.



# Program Partners



# Our Pride



“Jusoor managed to prove itself in the educational field, and in the entrepreneurship world. They are supporting the rising entrepreneurs with opportunities to learn and train for the beginning of their journey.”

**Ronaldo Mouchawar**  
Vice President of Amazon MENA



## Martine (Jar Thuraya)

### A Startup for Gender Equality



“As I look back on this experience, I can easily pinpoint both the good and bad decisions I’ve made while growing my business. This is what learning is about. It pushes you to be better, to take more risks, and to keep moving forward.”

Martine Zaarour, a Lebanese architect, is a strong advocate for sustainable development. She supports youth and women through engagement with local and international NGOs, and has a deep interest in heritage, entrepreneurship, and design. These ingredients were the foundation for her successful business, Jar Thuraya.

In 2019, Martine decided she wanted to support Lebanese women in rural areas skilled at making traditional Lebanese foods. Inspired by her grandmother’s delicate and tireless preparation of “mouneh” for her family members, Martine realized that this unique skill could form the basis for a business.

As an entrepreneur, she wanted to empower and support women in Lebanon using the latest technology: building an online platform that connected people to the tradition of mouneh. In Lebanon, women in agriculture and cuisine are paid nearly half compared to men, while men often retain control over a family’s income. Martine wanted to give these women an

opportunity to generate their personal income independently from their families. Her mission was to achieve gender equality in rural areas of Lebanon.

In 2021, Martine took Jar Thuraya a step further by joining one of the biggest entrepreneurial competitions in the region at the time: Jusoor’s Startup Roadshow.

“Taking part in Jusoor’s Startup Roadshow was one of the best decisions I’ve made. I reached a stage in my business where I needed guidance and mentorship, and I was ready to give it my absolute best.”

The Startup Roadshow offered online trainings, which proved both an advantage and a challenge. With Lebanon’s poor electricity and unstable internet connections, Martine had to get creative in order to attend the sessions. Determined to grow her business, she persisted, learning from every session and engaging with mentors and peers to build a support network. Through the Startup Roadshow, she learned how to make Jar Thuraya more inclusive and progressive.

“I was committed to winning. During the three months, I was working day and night to win the competition. It was a challenge that I owed to

myself and to the women I was creating this project for. Our competitors were very strong, but I knew we had what it takes to be number one.”

As a result of Martine’s dedication, Jar Thuraya won first place in the Startup Roadshow. The startup has pivoted to now focus on sustainably scaling up and boosting the rural economic cycle in Lebanon. Jar Thuraya is now well-known in the region and began exporting Lebanese goods to the United States and to several Gulf countries. What started with four products and a couple of team members is now a full-fledged business with over 40 in-demand products. This year, Jar Thuraya will open its own kitchen and continue expanding to international markets.

“Many people, and especially women, in the Middle East are in need of such opportunities. What Jusoor is doing plays a major role in shaping a needed logic and a healthy approach to entrepreneurship.”





## Emir (Harika Sef)

### Syrian Cuisine Startup in Turkey



Emir Kadri's passion for entrepreneurship started early. When other kids were playing football, Emir stayed home to sit in the family library and read his dad's favorite books on finance and business. Building a business and developing his entrepreneurship proved difficult in Syria, however.

Emir moved to Jordan after graduating with a Bachelor's degree in Business Administration, but soon discovered that the region's instability hampered his dream of building a business. Changing his plans, Emir moved to Dubai to try his entrepreneurial hand. There, he opened a small restaurant and gathered a dedicated team to support his venture.

"I soon realized that the competition in Dubai was fierce. We needed enormous funding, which we didn't have at the time. My time there was a precious experience. It taught me how to manage a team, provide resources, and analyze finances."

With his time in Dubai coming to an end, Emir moved to Turkey. He pursued a master's degree in Human Resources to develop additional skills that would help him learn how to create a cohesive team. His time in Turkey inspired the idea behind his eventual startup, Harika Şef. Emir was nostalgic for Syrian homemade food

and knew that other people's busy lifestyles meant they did not have time to cook or enjoy a warm, homemade meal. These two reflections were the first stirrings of Harika Şef.

"I had the idea in my mind, but didn't know where to start. I had many unanswered questions, and it was very challenging to start a business in a new environment where you can't fully understand or speak the language."

In 2021, Emir heard about Jusoor's Startup Roadshow through social media and decided to participate. The online mentoring phase helped him remain on top of the training sessions while also developing his business. After three months of extensive mentoring, he pitched his idea at the final stage of the competition.

"It was a full-on journey of progression. I realized that entrepreneurship was about the people who take risks. The training I received in Jusoor was amazing. I discovered that it takes great courage to let someone teach you what you think you've already mastered."

Harika Şef won first place in the startups category. The business? Delivering pre-packed meal boxes containing the exact ingredients needed to homemaker a particular meal, including fresh products, meat, dairy, and pre-measured seasoning.

According to Emir, there were many challenges facing his team. As a foreigner in Turkey, he struggled with the language barrier and the economic fluctuation. Thanks to a great team supporting his professional endeavors, however, Harika Şef continues to grow. The business now has 55 subscribers, who are clearly excited about Syrian cuisine.

"Syrian businesses have the potential to grow and prosper in Turkey. We only need effective mentoring and a chance to prove ourselves."





# Personal Development Program

## About the Program

### Qabila

In 2021, Jusoor initiated the Qabila Project, which is a holistic platform whereby the international Syrian diaspora have the opportunity to engage with industry experts, NGO representatives, corporates, students and young professionals and build network communities of support and advice. It encouraged voices from Syrian communities in different countries to join together, raising awareness of the challenges facing the global Syrian refugee community as well as providing a unified network of people across countries.

### Academic and Professional Mentorship

Jusoor offers academic advice through the Qabila Program for students requiring help in their university application process and seeking more information on academic choices and studying abroad. The program focused on connecting expatriate Syrians and other volunteers with highly ambitious Syrian students and fresh graduates. Mentees and Mentors were matched based on the country or region that the student is interested in applying to, the field of study the student is pursuing, or a specific university the student is looking to enroll at.

The Jusoor Career Development program was also launched to support Syrian youth in finding work opportunities outside of Syria that align with their talent and skills. Jusoor provided guidance through a series of webinars, and tailored mentoring to guide Syrian youth in how to prepare and apply to jobs.

### Our Impact in 2021



**40**

Online Webinars



**4,100**

Qabila Community Members



**57**

Mentorship Matches



**427**

Average Views/Attendees per Webinar

### Program Partner:



مؤسسة الأصفري  
The Asfari Foundation



## Laura

### Going The Extra Mile



Laura Al Jundi studied English literature at the University of Damascus, Syria. As a university student in a war-torn country, Laura realized that creating her own narrative would require going the extra mile.

Laura wanted to make a difference in her community. As a Syrian citizen, she understood the difficulties they faced. She wanted to build her skill set, join international organizations, and set an example for more than three million youth in Syria in danger of becoming a lost generation.

Overcoming barriers generated by ten years of war was not easy, however. For instance, the Syrian conflict meant power outages lasted more than 18 hours every day, limiting Laura's access to basic tools. Sanctions on Syria meant that Syrian youth were excluded from international opportunities for growth, precluding their access to mentorship and training. Despite her readiness to invest in her professional and personal development, external circumstances hindered her ability to move forward.

"I felt I was isolated and disconnected from the outside world. I needed to be my own guide and to figure out who I really am at the same time, which was not always easy."

Laura learned about Jusoor through social media and joined Jusoor's Personal Development Program. She wanted mentorship on applying for positions that could bring her closer to her goal of helping others in her community. Laura underwent extensive training with Jusoor's Qabila Platform, where international mentors coach and guide Syrian youth on university or job application processes.

Thanks to the Personal Development Program, Laura gained the confidence she needed to pursue scholarships, internships, and job opportunities aligned with her skills and aspirations. The academic and professional mentorship she received changed the way she views and presents her qualifications.

"The Personal Development Program planted a seed in me. Even after the mentorship phase was over, the team in Qabila kept checking on my progress and supporting me in every possible way. I felt that I had the confidence I needed to apply for scholarships and career opportunities."

The Personal Development Program encouraged Laura to pursue volunteer and career opportunities in NGOs working to help those directly affected by the Syrian crisis. She is now working as a Relief Officer with the Red Crescent, where she supervises a team of volunteers who distribute food parcels and medical aid to displaced families. Moreover, she joined the United Nations Development Program as a content creator focused on implementing the Sustainable Development Goals related to her local community.

Laura Al Jundi continues to inspire youth in her community and was recently chosen as a country ambassador with Peace First, an international organization that empowers changemakers across the world.

"What I loved the most about the Personal Development Program at Jusoor is the way it approached all the topics concerning Syrian youth. The team at Jusoor is more than capable of creating an educated generation in Syria."



# Jusoor Donors - In Gratitude

The below lists those people, companies and organizations who donated more than US\$5,000 in 2021. Our heartfelt thanks extend to

them - and to everyone else who helped Jusoor in this extraordinary time of need, in so many different ways. We also would like to extend our gratitude to the hundreds of Jusoor donors who donated less than US\$5,000 and/or who have donated their time and expertise. Every little bit counts.

Donations included below are accumulative up to December 31st, 2021.



### Special Recognition

Amr Salahieh and Laila Munif  
Anonymous Donor  
spark

### Benefactors

Latter-day Saint Charities  
Chalhoub Family Philanthropy

### Patrons

Mudassir Sheikha and Sabah  
Yusuf

### Sponsors

Asfari Foundation  
Overseas Development  
Institute (ODI)  
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GmbH)  
Sulaiman and Amal Naim

### Donors

Aaref and Fariha Hilaly  
Abdulla Mohamed Ali Ghanem  
AlMazrui  
Anas Aljumaily  
Anonymous (2)  
Bassam Barazi  
Deena Shakir and Mehdi  
Alhassani  
Formagrid Inc.  
Google Giving Week campaign  
organized by Jonas Taege  
Google Matching Gifts  
Hala Borno  
Joseph Merhi  
Kareem and Dania Sakka  
Khaled Naim  
Lena Demashkieh and Fahad  
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Ossama and Marjan Hassanein  
Rachel Kleinfeld

Ramy Adeeb and Lamia Wahba  
Sara Khalifa  
Shatha Al Noaimi  
Talal Sawaf  
Tarek and Susan Elmasry  
Yasmin Alireza & Sharaf Yamani  
Yusef & Rasha Kudsi  
Ziad and Wafaa Eldukair

### Education and In-Kind Supporters

International Students  
Overcoming War and Wilfrid  
Laurier University  
Mahindra United World College  
India  
McGill University  
The Saïd Foundation

# Ways to Help Jusoor

If you're wondering how to help Jusoor – please know that every little bit counts. Whether you give, volunteer or ask your employer to match your donation, your generosity means the world in the life of a Syrian child and youth.



**Give Monthly.** Join the movement making change for Syria's next generation. By giving monthly, you will be creating hope and pathways for success at a time when it matters most.



**Memorial and Special Occasion Gifts.** Recognize someone special who's passed away or commemorate an occasion like a birthday. Make a donation in a loved one's name and choose who to notify about your tribute gift.



**Put Stock in Education.** You may be able to give more with less and save on taxes by donating appreciated stocks, bonds or mutual funds.



**Create Your Legacy for Syrian Children and Youth.** Legacy Club members have committed to protecting the future of Syria's next generation by including Jusoor in their estate plans or by making a life-income gift.



**Donor Advised Funds.** Manage your charitable giving simply and efficiently with a donor advised fund. You can give through an existing giving account or create a DAF with Jusoor.



**Give at Work.** Give through workplace giving and employer matching gifts.



**Volunteer.** Join our Summer Volunteer Program in Lebanon or mentoring programs and contribute to mitigating the education gaps, engaging and motivating students through fun classroom and outdoor activities.

If you have any questions about donating or would like to support Jusoor in another way, contact our fundraising team on fundraising@jusoor.ngo





# Board of Directors



**Ahmad Nehlawi**  
Venture Capital Fundraiser

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.



**Leen Al Zaibak**  
Senior Policy Advisor

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**  
Legal Director

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.



**Safouh Takrouri**  
Strategy & Analytics at Snowflake

Safouh is part of the Strategy & Analytics group at Snowflake based in San Francisco. Previously, Safouh held various roles at Goldman Sachs over the course of five years in their Technology Strategy and Investment Banking departments advising companies in the Software and eCommerce space. He holds a B.S. in Electrical and Computer Engineering from Illinois Institute of Technology in Chicago.



**Dania Ismail**  
Director of Strategy and Business Development at Telfaz11

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.



**Maya Ghosn**  
Investor and Advisor

Maya Ghosn is based in London and an active investor and advisor to purpose-driven technology startups globally as well as nonprofits in Lebanon. Previously, she helped build out the Chan Zuckerberg Initiative's operational and strategic backbone over five years as they scaled from 30 to 600. She was most recently the Director of Operations for their 160-person Education team. Prior to CZI, she was an Engagement Manager with McKinsey's Social Sector practice where she worked on gender equality and family planning projects in the U.S., Canada, Denmark and India. She is Lebanese/Brazilian and holds a B.S. from Stanford University.



**Rania Succar**  
VP of QuickBooks Payments

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.

# Jusoor Trustees



**Dr. Alexandra Chen, Child Trauma Specialist**

Dr. Alexandra Chen (A.B., A.M., Ed.M., PhD., Harvard University) is a child psychologist and trauma specialist from Hong Kong serving refugees in conflict and post-conflict zones. For over a decade, Alexandra has been working with war-affected children and their families in and from the Middle East and Africa, most recently as advisor to UN agencies on the Syria crisis. Alexandra is currently partnering with UN, World Bank, government ministries and non-profit agencies to design early childhood and mental health interventions, and to provide psychotherapy for victims of sexual violence and torture in Lebanon, Syria, Iraq, Jordan and Turkey. Alexandra completed her PhD at Harvard University, studying the impact of trauma and toxic stress on refugee children's cognitive functioning and mental health. Alexandra has spoken at the World Economic Forum in Davos since 2011 on behalf of refugee children, and has been interviewed by NYTimes, NPR, Aljazeera, and other international news outlets. She also serves on the Board of Directors and Trustees for multiple non-profits globally. Alexandra speaks 10 languages, including Chinese, Arabic and French.



**Fadi Salem, Director of Policy Research**

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. Publisher of Raseef 22**

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, Business Entrepreneur**

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, President of Across Asset Management**

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, Chairman of Middle East Projects development**

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 Team



**Grace Atkinson**  
Executive Director



**Suha Tutunji**  
Academic Director



**Catherine Stevenson**  
Program Development  
and Fundraising  
Specialist



**Lucia Younan**  
Communication  
Assistant



**Bassam Issa**  
Head of Finance,  
HR and Office



**Mahmoud Tahan**  
Head of  
Communications



**Sarah Khalil**  
Scholar and Alumni  
Engagement Coordinator



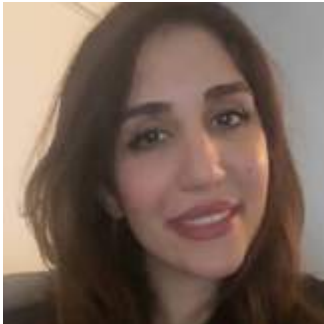
**Emma Redondo**  
Mentoring and After  
Care Project Manager



**Ziena Abu-Dalbouh,**  
Entrepreneurship  
Program Manager



**Sarah Shedeed**  
Scholarship Program  
Manager



**Negin Najjarnejad**  
Executive Assistant



**Hala Kabalan**  
Content Coordinator



# Jusoor Financial Statements for the Year Ending on December 31, 2021

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

Consolidated Statement of Financial Position				
January - December 2021				
	Jusoor (US)	Jusoor (UK)	Jusoor (Canada)	Combined
	USD	GBP	CAD	USD
ASSETS				
Current Assets				\$ 0.00
Bank Accounts	\$ 6,939,822.66	£ 32,965.35	\$ 40,178.87	\$ 7,015,315.39
Other current Assets	\$ 1			\$ 1.00
Fixed Assets				\$ 0.00
Accumulated Amortization	\$ -177,742.24			\$ -177,742.24
Furniture and Equipment	\$ 156,414.07			\$ 156,414.07
TOTAL ASSETS	\$ 6,918,495.49	£ 32,965.35	\$ 40,178.87	\$ 6,993,988.22
LIABILITIES AND EQUITY				
Liabilities				\$ 0.00
Accrued Expenses	\$ 15,000.00			\$ 15,000.00
Equity	\$ 871,004.98			\$ 871,004.98
Retained Earnings		£ 23,424.55	\$ 24,031.50	\$ 50,095.82
Unrestricted Net Assets				\$ 0.00
Net Revenue	\$ 6,032,490.51	£ 9,540.80	\$16,147.37	\$ 6,057,887.42
TOTAL LIABILITIES AND EQUITY	\$ 6,918,495.49	£ 32,965.35	\$ 40,178.87	\$ 6,993,988.22

Exchange Rate on December 31, 2021

CAD to USD	1 CAD = 0.78513 USD	0.7851
GBP to USD	1 GBP = 1.33313 USD	1.3331

Consolidated Statement of Financial Activity				
January - December 2021				
	Jusoor (US)	Jusoor (UK)	Jusoor (Canada)	Combined
	USD	GBP	CAD	USD
Revenue				
Direct Public Support				
Individual Contributions	\$ 834,640.58	£ 14,749.34	\$ 17,981.15	\$ 868,420.91
Corporate Contributions	\$ 363,840.05			\$ 363,840.05
Foundation Contributions	\$ 6,892,669.41	£ 7,297.85		\$ 6,902,398.39
Total Direct Public Support	\$ 8,091,150.04	£ 22,047.19	\$ 17,981.15	\$ 8,134,659.35
Uncategorized Revenue	\$ 37,551.31			\$ 37,551.31
In-kind rent revenue	\$ 18,000.00			\$ 18,000.00
Total Revenue	\$ 8,146,702.35	£ 22,047.19	\$ 17,981.15	\$ 8,190,211.66

Expenditures				
Bank Service charges	\$ 15,223.66	£ 96.00	\$ 33.89	\$ 15,378.25
Business Expenses	\$ 21,617.51			\$ 21,617.51
Enrichment Activities for Students	\$ 14,689.00			\$ 14,689.00
Facilities and Utilities	\$ 246,665.97			\$ 246,665.97
Amortization Expense	\$ 36,875.00			\$ 36,875.00
Equipment and Supplies	\$ 43,713.58			\$ 43,713.58
IT Services				\$ 0.00
Personnel	\$ 810,555.08	£ 9,083.89		\$ 822,665.09
Professional Services	\$ 308,113.86	£ 3,326.50	\$ 1,799.89	\$ 313,961.66
Scholarship, Travel, Books, and Student Fees	\$ 493,822.97			\$ 493,822.97
Transportation for Children	\$ 113,596.23			\$ 113,596.23
Transportation for Management	\$ 9,036.14			\$ 9,036.14
Miscellaneous and Other Expenses				\$ 0.00
Uncategorized Expenditure				\$ 0.00
Total Expenditures	\$ 2,113,909.00	£ 12,506.39	\$ 1,833.78	\$ 2,132,021.40
Net Operating Revenue	\$ 6,032,793.35	£ 9,540.80	\$ 16,147.37	\$ 6,058,190.26
Net Revenue	\$ 6,032,793.35	£ 9,540.80	\$ 16,147.37	\$ 6,058,190.26

Exchange Rate on December 31, 2021

1 CAD =	0.78513 USD	0.7851
1 GBP =	1.33313 USD	1.3331

Consolidated Statement of Functional Expenses

January - December 2021												
Program Services						General and Administrative					Fundraising	
	Community Engagement	Entrepreneurship Training and Support	Higher Education Scholarships	Refugee Education	Total Program Services	Accounting and Legal Services	Communications	Finance	Management and General	Total Supporting Services	Fundraising	TOTAL
Rent				\$ 29,000.00	\$ 29,000.00					\$ 0.00		\$ 29,000.00
Running Costs (utilities, materials, admin)				\$ 215,169.17	\$ 215,169.17		\$ 1,227.29		\$ 95.00	\$ 1,322.29	\$ 1,174.51	\$ 217,665.97
Student Books & Classroom Supplies				\$ 29,924.87	\$ 29,924.87					\$ 0.00		\$ 29,924.87
Teacher Salaries				\$ 269,311.00	\$ 269,311.00					\$ 0.00		\$ 269,311.00
Management Salaries	\$ 16,400.00	\$ 68,748.55	\$ 30,577.00	\$ 77,330.41	\$ 193,055.96		\$ 54,020.00	\$ 14,175.00	\$ 160,786.54	\$ 228,981.54	\$ 74,601.99	\$ 496,639.49
Student transportation			\$ 112.89	\$ 113,483.34	\$ 113,596.23					\$ 0.00		\$ 113,596.23
Staff travel				\$ 333.33	4 333.33				\$ 2,175.66	\$ 2,175.66	\$ 7,667.70	\$ 10,176.69
Personnel					\$ 0.00					\$ 0.00		\$ 0.00
US-based Personnel					\$ 0.00				\$ 51,564.00	\$ 51,564.00		\$ 51,564.00
Repairs and Maintenance				\$ 7,581.66	\$ 7,581.66					\$ 0.00		\$ 7,581.66
Printing					\$ 0.00					\$ 0.00	\$ 970.68	\$ 970.68
Winter packages				\$ 22,990.93	\$ 22,990.93					\$ 0.00		\$ 22,990.93
In-Kind Rent Expense				\$ 18,000.00	\$ 18,000.00					\$ 0.00		\$ 18,000.00
Events					\$ 0.00					\$ 0.00	\$ 15,809.44	\$ 15,809.44
External consultants	\$ 243,468.49	\$ 166,340.05	\$ 10,000.00	\$ 6,966.13	\$ 183,306.18	\$ 22,650.00	\$ 8,510.00	\$ 244,007.04	\$ 28,861.10	\$ 60,021.10	\$ 69,099.48	\$ 312,426.76

Exchange Rate on December 31, 2021

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 2021

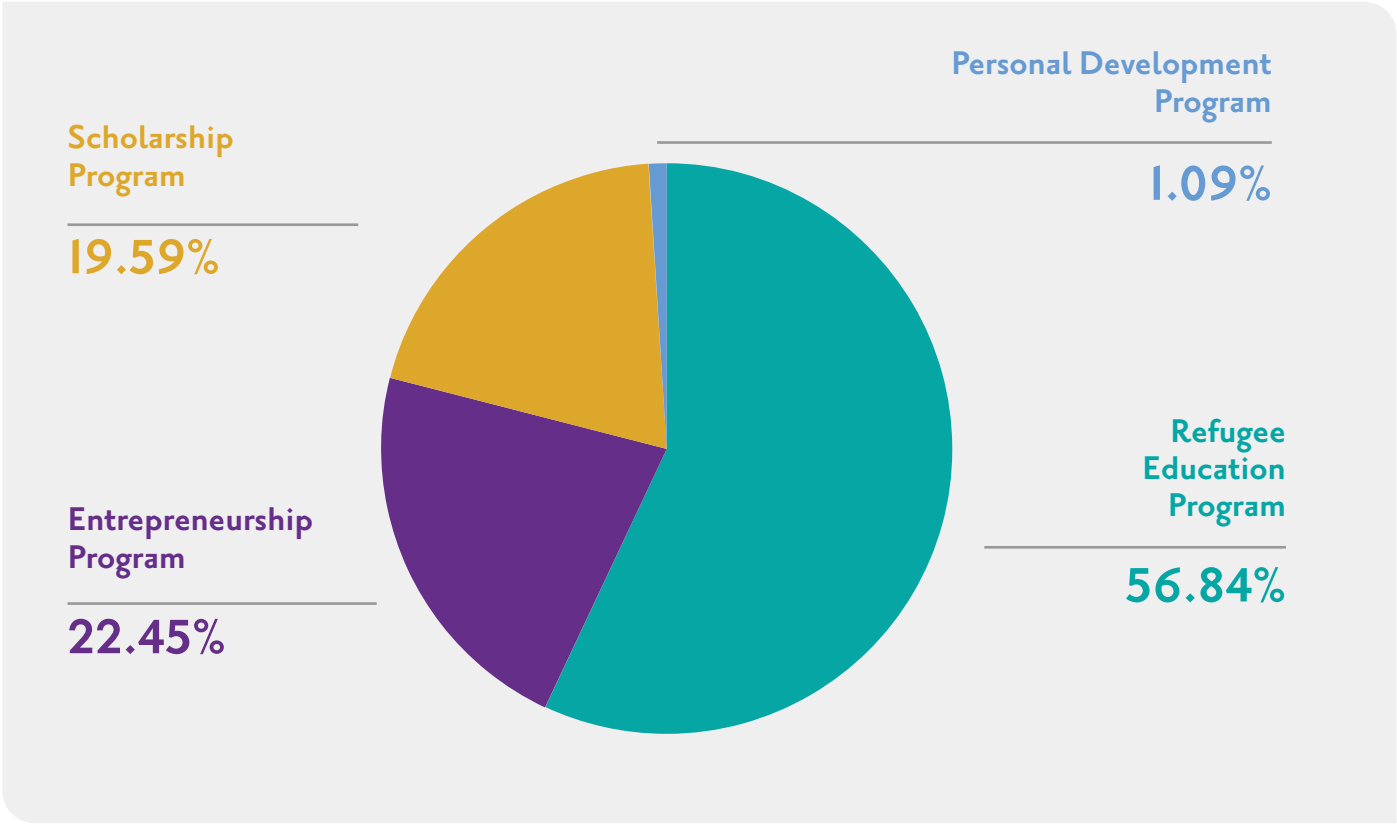
Program Services						General and Administrative					Fundraising	
	Community Engagement	Entrepreneurship Training and Support	Higher Education Scholarships	Refugee Education	Total Program Services	Accounting and Legal Services	Communications	Finance	Management and General	Total Supporting Services	Fundraising	TOTAL
Bank fees				\$ 1,477.77	\$ 1,477.77	\$ 154.59			\$ 13,635.41	\$ 13,790.00		\$ 15,267.77
PayPal Fee				\$ 17.88	\$ 17.88				\$ 92.60	\$ 92.60		\$ 110.48
Legal costs		\$ 11,900.00			\$ 11,900.00	\$ 403.51			\$ 9,680.00	\$ 10,083.51		\$ 21,983.51
Tuition fees			\$ 238,538.63		\$ 238,538.63					\$ 0.00		\$ 238,538.63
Scholar Relocation and travel			\$ 10,272.57		\$ 10,272.57					\$ 0.00	\$ 1,668.79	\$ 11,941.36
Prizes / cash distribution		\$ 60,000.00			\$ 60,000.00					\$ 0.00		\$ 60,000.00
Technology costs		\$ 2,913.31			\$ 3,420.88		\$ 8,082.32	\$ 1,510.00	\$ 4,651.69	\$ 14,244.01	\$ 45,568.61	\$ 63,233.50
Stationary and Supplies				\$ 19,221.37	\$ 19,221.37					\$ 0.00	\$ 170.63	\$ 19,392.00
Employment Taxes			\$ 2,024.85		\$ 2,024.85				\$ 9,527.50	\$ 9,527.50		\$ 11,552.35
Payroll suppliers			\$ 660.02		\$ 660.02				\$ 5,785.53	\$ 5,785.53		\$ 6,445.55
Accounting costs					\$ 0.00	\$ 5,078.53		\$ 645.00	\$ 10,000.00	\$ 15,723.53		\$ 15,723.53
Other					\$ 0.00					\$ 0.00	\$ 149.58	\$ 149.58
Amortization Expense				\$ 36,875.00	\$ 36,875.00					\$ 0.00		\$ 36,875.00
Uncategorized Expenditure					\$ 0.00			\$ -1.00	\$ 5,384.00	\$ 5,383.00		\$ 5,383.00
PR/Marketing		\$ 24,960.00			\$ 24,960.00		\$ 100.00		\$ 5,000.00	\$ 5,100.00		\$ 30,060.00
QuickBooks Payments Fees					\$ 0.00			\$ 10.27		\$ 10.27		\$ 10.27
<b>Total Expenses</b>	<b>\$ 16,400.00</b>	<b>\$ 334,861.91</b>	<b>\$ 292,185.96</b>	<b>\$ 847,682.85</b>	<b>\$ 1,491,638.29</b>	<b>\$ 28,286.63</b>	<b>\$ 71,939.61</b>	<b>\$ 16,339.27</b>	<b>\$ 307,239.03</b>	<b>\$ 423,804.54</b>	<b>\$ 216,881.41</b>	<b>\$ 2,132,021.40</b>

Exchange Rate on December 31, 2021

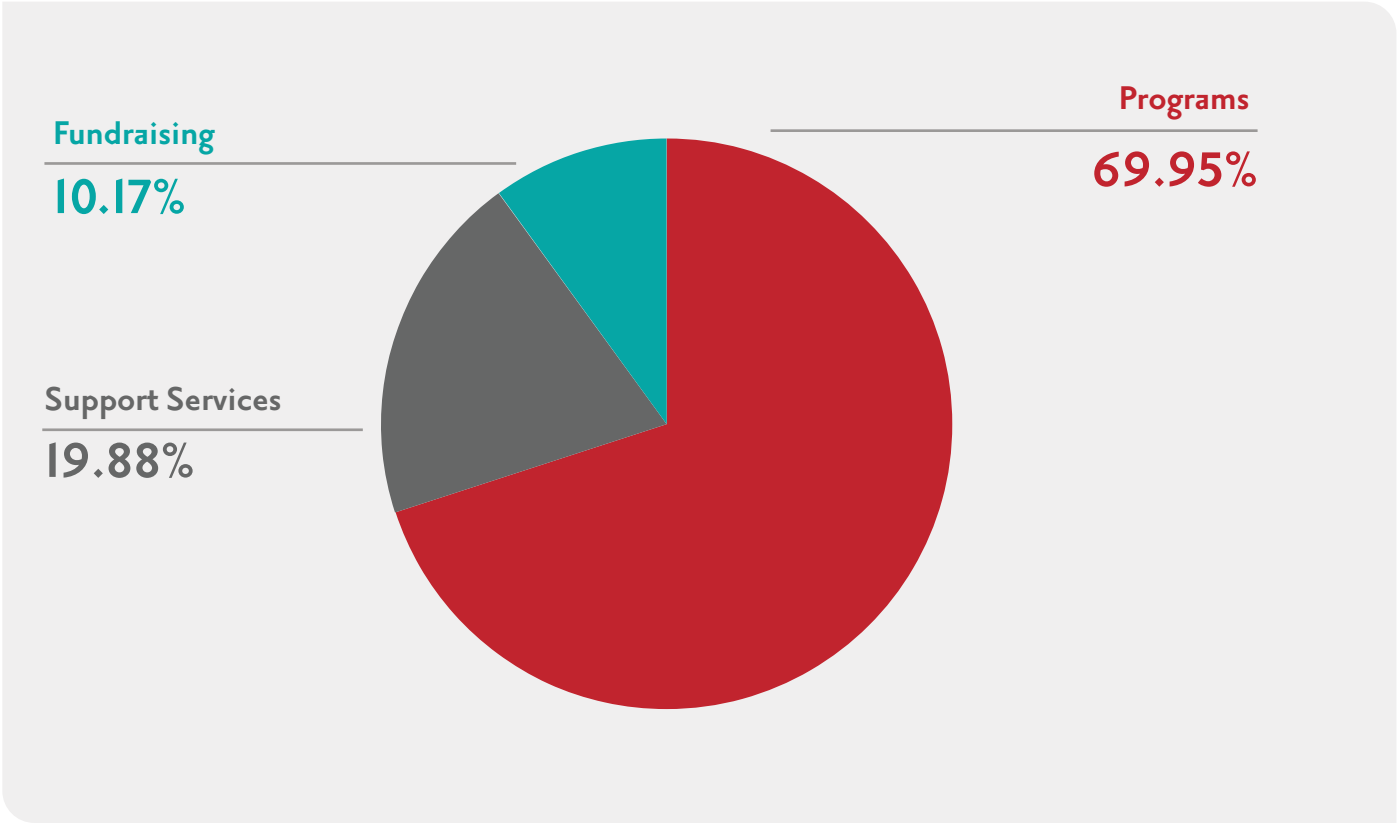
CAD to USD    1 CAD = 0.78513 USD    0.78513  
 GBP to USD    1 GBP = 1.33313 USD    1.33313



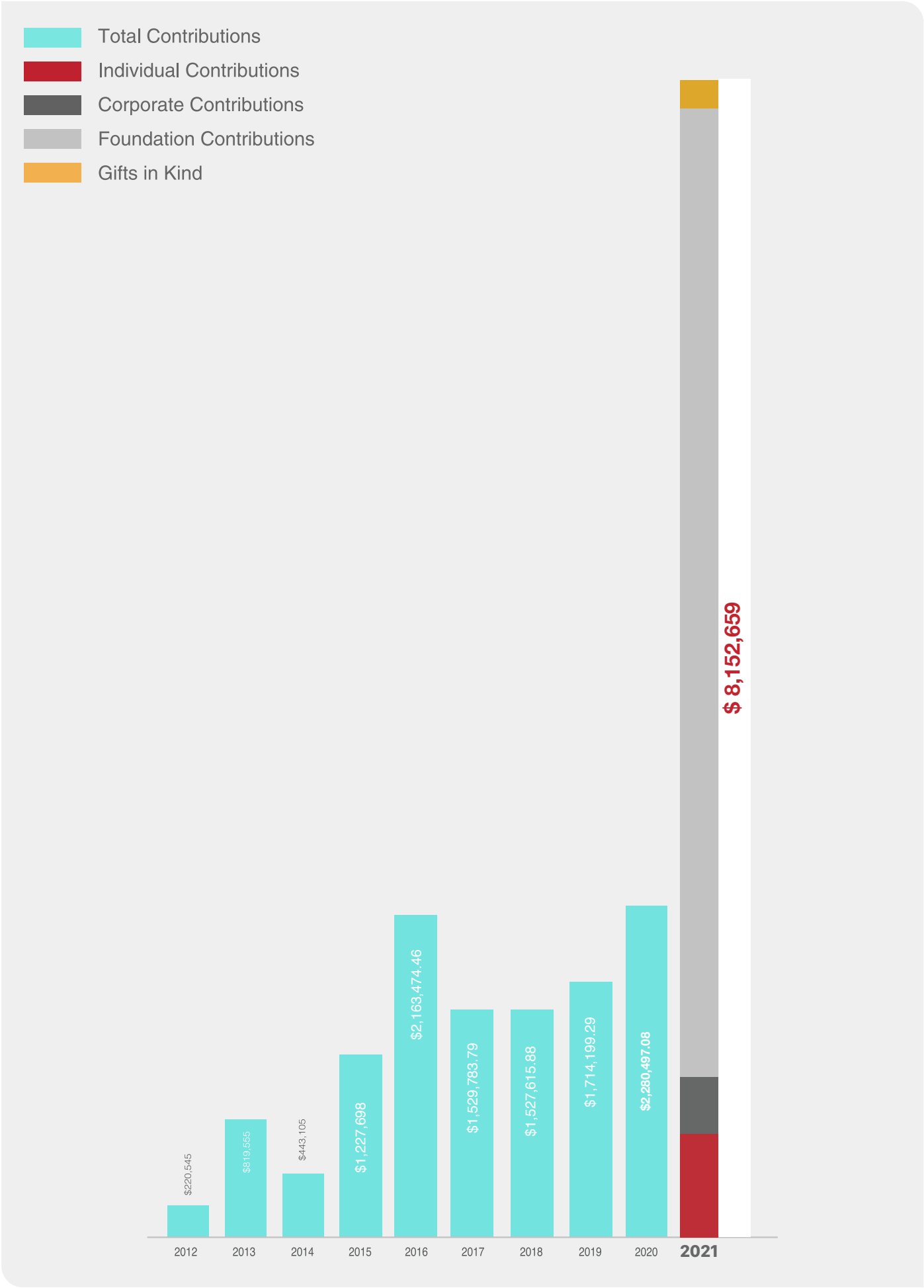
## Expenses by Program



## Expenses by Type



## Donations Over Time







Jusoor is a registered 501(c)(3) in the US with EIN 45-3842245.  
Jusoor is also a registered charity in the UK, Canada, and Jordan.

[www.jusoor.ngo](http://www.jusoor.ngo)