



JUSOOR
2022
ANNUAL
REPORT



Among our notable achievements this year are:

In the Scholarships department, we launched our High School Scholarship project, which provided education to over 160 Syrian high school students in Jurahiya Center and Tuyoor Al Amal School in Tripoli, Lebanon.

We also welcomed 23 scholars pursuing their education in academic institutions worldwide to our community and celebrated the graduation and the beginning of new journeys of 6 scholars joining our alumni network.

Message from the ED & the Board of Directors

This year sees Jusoor's 11th year of existence, and we are overwhelmed with gratitude for the opportunity to support and empower the gifted and brilliant young generation of Syria. It brings us the greatest joy to convey the significant impact Jusoor has had on Syrian children and youth. We are thrilled to report that our mission to unlock the potential of Syrian children and youth continues to flourish - thank you to each of our supporters for your unique contribution!

Our belief in the power of education to transform lives remains unshakable, and we are dedicated to providing Syrian youth with the tools and resources they need to succeed. From schools and educational centers in Lebanon and resources for entrepreneurs in the Middle East, to global scholarship and career development opportunities, we are committed to supporting the future of Syria every step of the way.

Together, we have achieved exceptional outcomes that have touched the lives of countless young Syrians. With enormous pride, Jusoor now runs seven schools and educational centers providing Syrian and Lebanese children with primary and secondary education, opening the door to countless opportunities that would have been out of reach otherwise. This means in total, since our founding, we have provided over 11,681 children with an education, the majority of whom would have had no access without our support. We have also provided young scholars with high school and university scholarships around the world, enabling them to access higher education, a pathway to a brighter future, a chance to break free from the limitations and hardships of their past, and a new beginning. To date, we have supported 354 scholars to receive secondary and tertiary education in the US, Canada, UK, Europe and Asia.

We have invested in the entrepreneurial potential of Syrian and host communities to build sustainable businesses that generate jobs and economic growth, drive local development, develop resilient communities, and create lasting change in the world. Our latest accomplishment in empowering youth in the Levant region is our pilot Career Development Program which has proven to be a resounding success, offering young people in the region a pathway to long-term employment opportunities. This program aims to address one of the most pressing issues facing the region; the lack of meaningful employment opportunities for Syrian youth. We are committed to expanding this program and reach even more young people in need. Since starting our Entrepreneurship Program in 2014, we have trained 1,883 entrepreneurs and seen 509 businesses launched. Our goal is to continue building bridges between youth and employers, breaking down barriers to opportunity, and creating a brighter future for all.

In our Refugee Education department, we celebrated the opening of our fifth center in Lebanon, the Pine Community School (PCS) / The Ali Ghandour Schooling for Excellence and Diversity (AGSED), in partnership with the Ghandour family in addition to two new partnerships with the Goodwill School and Malaak Educational Center in Lebanon, securing the right to education for hundreds of Syrian children. This meant that we extended our reach to over 2,500 Syrian children studying in schools every year, including two new Early Childhood Education classrooms.

In our Entrepreneurship department, Startup Roadshow 4, provided entrepreneurship training to 159 startups in Jordan and Lebanon.

Our Agriculture Accelerator project provided 33 agriculture and agri-tech businesses from Jordan and Lebanon with training, mentorship, and legal support. This exciting project culminated in a Demo Day pitching competition, where six innovative businesses won cash prizes and were offered further coaching, investment, and access to finance.

"My Ramadan Wish" campaign raised over \$100,000 USD to support the education of hundreds of displaced Syrian children living in informal tented settlements near our Jurahiya center in Lebanon.

Our Annual Bridges Award celebrated SPARK and its founder Yannick Du Pont for their outstanding leadership and partnership in enabling education, entrepreneurship, and career opportunities for thousands of Syrian youth.

We are humbled and inspired by the bravery and resilience of the young people we serve and the progress we have made together, but we know that there is still much work to be done. Our big, bold goal is to reach one million Syrian youth by 2031. As we look to the future, we remain dedicated to our goal of empowering Syrian youth through education, and we believe that with the continued support of our generous donors, we can make an even more significant impact in the years to come.






As we enter a new year filled with hope and possibilities, we invite you to join us in our journey to empower and uplift Syria's bright and resilient youth. Let's continue to work together towards a world where all young people can thrive and reach their full potential.

Thank you for being a vital part of our journey.
Grace Atkinson, Executive Director

The Jusoor Board of Directors:

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

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Bridging the Opportunity Gap



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) which is an international non-governmental organization with the mission of “**Maximizing The Potential of Syrian Youth Through Education**”.

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 and host community 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 who in turn benefit whole communities and empower the next generations.

The Syrian conflict since 2011 as well as the economic collapse in Lebanon since 2019 have meant the support Jusoor is able to galvanize and provide is meaningful and essential for the lives of thousands of young people.

Our Impact So Far


11,681
Children Educated


354
Scholarships Awarded


509
Startups Supported

Highlights of 2022

Changing the Lives of 1,000,000 Syrian Youth

Jusoor celebrated its 10 year anniversary in 2021, marking a decade of successfully changing the lives of 10,000 Syrian children and youth. As we looked to the future, we set a new and ambitious goal for the next decade: to positively impact the lives of **1,000,000 Syrian youth by 2031**.

This new goal marks the start of a new chapter in Jusoor's mission, as we work towards bridging the opportunity gaps by providing more resources, expertise and knowledge to result in a better future for thousands of ambitious Syrian youth.



Same Big Bold Vision; New Chair of the Board

Our organization is dedicated to making a meaningful impact, and we have been working tirelessly to ensure that we have the right individuals in positions of leadership. In light of this, in 2022 we announced Safouh Takrouri as our new elected Board of Directors Chairperson.

Safouh is a Jusoor scholarship program alumnus, and his journey serves as a shining example of the unwavering resilience and fortitude of Syrian youth. In a mere eight years, he has transformed from being a scholarship recipient to leading our organization, which now provides education to thousands of Syrian children and youths annually. Safouh is part of the Strategy & Analytics group at Snowflake, based in San Francisco. Previously, he 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.

We are extremely fortunate to have him at the helm, and we are eager to witness the incredible accomplishments he will achieve in his new role.

We want to express our gratitude to Rania Succar, our Co-Founder and former Chair of the Board, for her years of dedication to Jusoor. Her hard work and commitment have been instrumental in helping us grow from a small group of Harvard friends to a multinational organization making a positive impact. We're grateful to still have her on our Board of Directors as a valued member. Thank you, Rania.



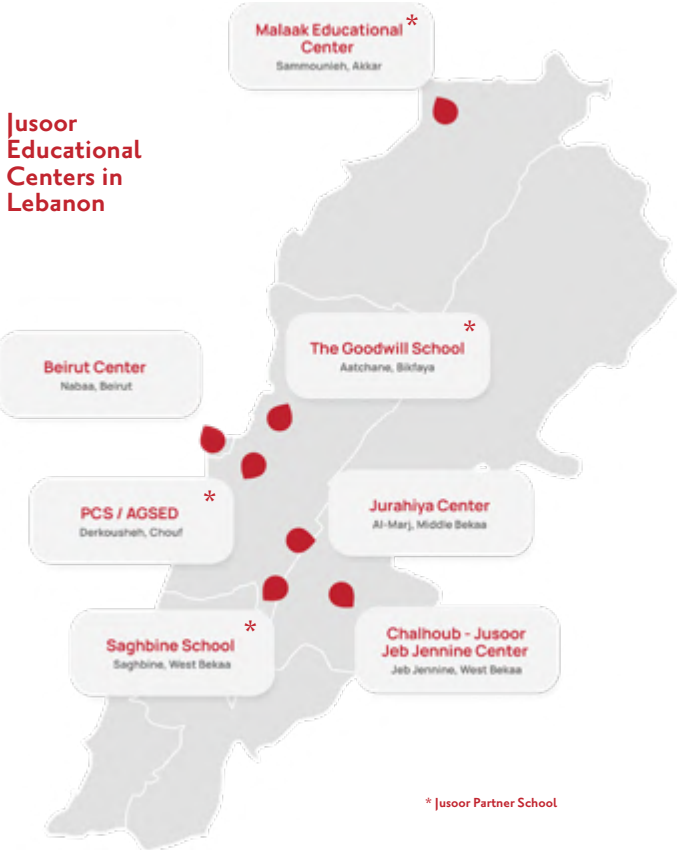
Refugee Education Program

About the Program

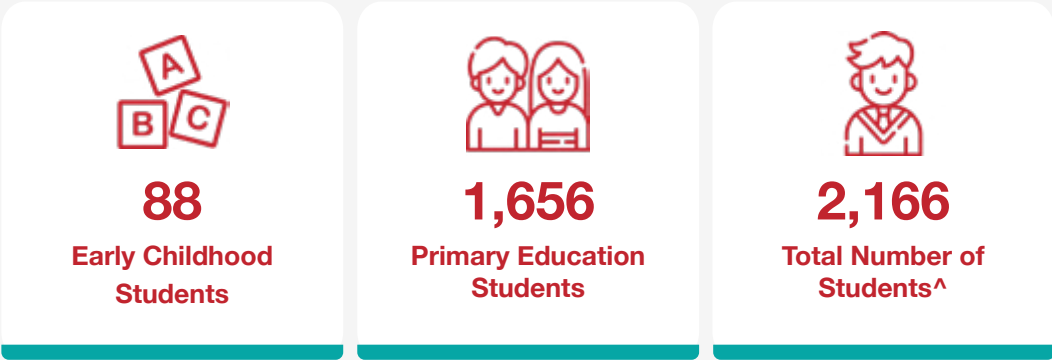
Almost half of the Syrian refugees in Lebanon are children, many of whom have been out of school for years or have never had a formal education. Additionally, families face financial difficulties due to Lebanon’s economic crisis, ranked as possibly amongst the worst top 3 worldwide since 1850, according to the World Bank.

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

Our complete program^ includes ECE, Primary Education, Homework Club, Azima and Brevet.

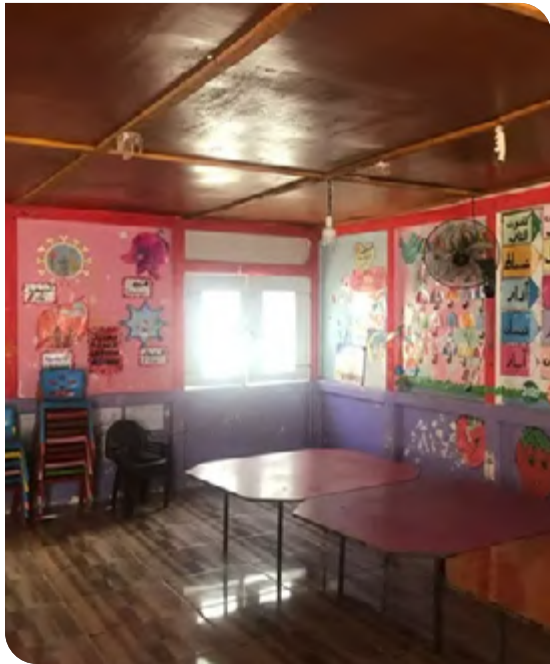


Our Impact in 2022



2022 Program Highlights

Jusoor expanding its reach more than ever, reaching 2,000+ students by adding three new schools



This year Jusoor’s Refugee Education Program has reached a new milestone, of now providing education to more than 2000 children in a single year. This comes after Jusoor’s three new partnerships with local Lebanese schools which are providing education to Syrian and Lebanese children.

Jusoor’s fifth school is in partnership with the Ghandour Family. The Pine Community School (PCS) / The Ali Ghandour Schooling for Excellence and Diversity in the village of Derkousheh, Chouf, provides a precious opportunity to the community to continue providing education. The school originally had to close its doors due to the lack of funding, depriving more than 120 students from receiving education. Thanks to the generosity of the Ghandour Family, a three-year plan has been put in place to revive the institution by restoring some of its infrastructure, building the capacity of the teachers and increasing the number of students and available grade levels.

Our sixth school partnership is with Malaak Educational Center, located in Sammounieh, Akkar, Lebanon. This is Jusoor’s first school in the North region of Lebanon. Finally our seventh school is with the Goodwill School in Aatchane, Bikfaya, Lebanon.

Modernising Jusoor’s Curriculum with 21st century skills



In 2022, Jusoor continued to invest in integrating the latest trends in modern education across its schools, and presenting students with the knowledge and skill they deserve. Providing quality education to Syrian refugee children in Lebanon is one of Jusoor’s most essential goals. In the case of Syrian refugee children, education should not only cover the basics, but to prepare the children to develop skills essential to daily living, such as developing critical thinking, reasoning, and learning how to discern right from wrong.

In 2022, Jusoor’s teachers implemented mental math in the school curriculum, and it has been observed so far that many gifted students are excelling at using this new skill. Unfortunately, some of these children must work to support their families, and being able to use mental math fluently will undoubtedly help them avoid being scammed or taken advantage of. This addition to the curriculum is also unique where mental math is not a topic of focus in traditional Lebanese education.

Program Partners



Our Pride



“We were impressed with Jusoor’s great work in helping the less fortunate individuals and families, especially during this challenging time and the harsh financial situation in Lebanon.

We are proud to be working with Jusoor now and for the long run in honor of our father’s legacy in his passion for education and helping others.”

Fadi Ghandour
Executive Chairman, Wamda Group

Mohammad

Discovers His Talents Once Back in School



“When I become an engineer, I want to build safe, warm homes for poor people.” Mohammad, 12, is a young Syrian living in Jeb Jennine, West Bekaa, Lebanon. After missing several years of school, Mohammad is finally catching up thanks to Jusoor’s Refugee Education Program. He now feels that his dream is attainable: **“I have always wanted to earn an education because I know that being educated will help me improve my life and the lives of my family members.”**

School Cut Short

Mohammad could never complete a single school year in Syria: his schools would repeatedly close due to the conflict. In 2018, eight-year-old Mohammad fled Syria with his mother and three siblings to seek asylum in Lebanon. **His mother hoped he could finally attend school regularly in their new home, but her attempts to enroll him were futile.**

“Schools did not enroll Mohammad because he did not own any school certificates,” Mohammad’s mother explains. Consequently, at 9 years old Mohammad still had not finished the KG3 learning level. Determined not to give up, Mohammad’s mother moved from Beirut to Jeb Jennine in hopes of finding a better

environment for her children. “The first thing I did when I arrived was to look for good schools for my children, but again, Mohammad’s enrollment seemed impossible because he had missed several years,” Mohammad’s mother says.

Soon after, Mohammad’s mother learned about Jusoor’s essential educational services offered at Chalhoub-Jusoor Jeb Jennine Center. After succeeding in his placement test, **Jusoor welcomed Mohammad, who could finally begin his educational journey.**

Jusoor Supports Syrians’ Right to Education

At Jusoor’s Jeb Jennine Center, Mohammad was enrolled at the primary school level. There, he **received 2-year courses specifically designed** to help him and other Syrian children and youth catch up on numeracy, literacy, and life skills needed to transition into Lebanese public schools successfully.

Like Mohammad, more than 800 children per year receive a second chance at education thanks to the “Back to School - Primary Education” project, which is part of Jusoor’s Refugee Education Program implemented in three centers

throughout Lebanon (Beirut Center, Jurahiya Center, and Jeb Jennine Center).

A Dedicated Student with Many Talents

Mohammad’s learning journey has had its challenges. **“I still remember receiving a failing grade on my first English language quiz,”** Mohammad says. **“But I did not give up. I wanted to do better and to be one of the best students in class, so I worked hard to fulfill this goal.”**

Thanks to the school, Mohammad is now discovering qualities that make him proud of himself, such as being a hard worker, a dedicated learner, and a very good mathematician.

“I wake up at 7 a.m. every day, and the first thing I do is finish my homework. My time after school hours usually involves playing with my neighbors and exercising because I love sports,” Mohammad says.

During his free time, Mohammad assists an interior painting technician, who teaches him the basics of applying various finishes to interiors. “I love learning this craft because it is related to building and fixing homes, something I always dreamt about doing,” Mohammad says.



Mona & Ola

Finally Start their Educational Journeys



Mona, 12, and Ola, 7, have always wanted to attend school. They were also both born with paralysis that hinders the growth of their lower bodies. Unable to walk or sit in a chair, Lebanese schools that host Syrian refugees refused to enroll Mona and Ola because of their specific needs.

Mona and Ola were denied their right to education for many years. Now, thanks to Jusoor's support, they have a teacher and the opportunity to learn from home – the first step on their educational journey.

Seeking safety

In 2013, Mona and Ola's parents fled Syria in search of safety. Originally from Homs, a Syrian city that endured heavy armed conflict, the family decided to settle in Bekaa, Lebanon. Shadi, the girls' father, resumed his work as a bread baker. Shadi and his wife Siham tried hard to find a cure for their daughters' condition but to no avail. Nevertheless, they were determined to give their girls the best possible life.

Mona and Ola's condition requires constant attention and coordination from Shadi and Siham. The pair demonstrate exemplary teamwork, working together to protect and care for their

daughters. "I do my best to provide whatever they ask for, and therefore I work around 12 hours daily to meet their needs," Shadi says.

School, at last

Mona and Ola longed to go to school like other children. Sadly, Shadi and Siham's countless attempts to enroll them in school in Lebanon all failed. "Schools did not admit them because they believed it would be a huge responsibility, since my daughters need very close attention or else they could be at risk of falling off the chair and hurting themselves," explained Shadi.

Shadi adds: "My daughters' brains are fully functional, and they are brilliant. I believe that if given the adequate opportunity, they have a lot to offer to humanity."

After some time, Shadi and Siham learned about Jusoor's Azima Program. The project, which is part of Jusoor's Refugee Education Program, allows Syrian refugee children to continue their education through online study at home. Through this project, Jusoor provided Mona and Ola with a smartphone and internet bundle to access lessons and assignments online, finally giving them the opportunity to attend school.

"My favorite part of the day is studying, and I spend more than five hours a day studying and working on my assignments," Mona says. Mona also helps her younger sister. She teaches Ola to write and holds her hand while writing to support her.

Now that she has begun her educational journey, Mona feels that her dream is attainable: "When I grow up, I want to become a doctor to treat people with illnesses," Mona says.





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 2022



7

New Graduates



23

New Scholars



4

New International
High School Students



160

New High School
Students in Lebanon

Scholars are spread between:
United States, Canada, United Kingdom, Spain,
Lebanon, Jordan, Tanzania, India

2022 Program Highlights



New Scholars in 2022

- | | | |
|----------------------|------------------------|-----------------------|
| • Sara Aljaafari | • Nour Albrzawi | • George Abou Assaleh |
| • Judi Aldalati | • Allayth Saleh | • Mohammad Al Ghabra |
| • Heba Hamzeh | • Abdulkader Fattouh | • Assma Alrefai |
| • Samar Moussa | • Hamed AlRiyabi | • Nour Khayou |
| • Sidra Raslan | • Maram Alowenan | • Hussain Bu Subayt |
| • Lina Othman | • Iehab Kahwati | • Husain Ali |
| • Aveen Hussein | • Ahmad Trad | • Anna Maria Kassis |
| • Mhd Omar Altenbkji | • Zeidan Ahmad Alsbehe | |
| • Subhi Abo Rdan | • Raghad Altinawi | |
| • Abdalazeez Jerby | • Anonymous | |



New Graduates in 2022

Alik Sarian
Health Sciences

Duaa Alderi
Education

Ibrahim Alkaseer
High School (UWC)

Ahmed Alsayadi
Electrical Engineering

Anas Alaa Eddin
Master's in Public Policy

Osama Alhosain
Civil Engineering

Hayat Mansour
Pharmacy

Community Meetups, After 2 Years of Social Distancing

After two years of lockdown and a social distancing, we were finally able to reunite in person meetups with our community members in various areas in the world. We managed to hear from them during feedback sessions, and also had the opportunity to provide workshops on community engagement.



Academic Mentorship

In 2022 we relaunched the Academic Mentorship project, which provided guidance to Syrian students applying to universities and scholarships. The project aimed to connect ambitious Syrian students with mentors from the international community. Throughout the project, mentees met with their mentors on a monthly basis for six months, receiving assistance in selecting universities, preparing for language proficiency exams, obtaining reference letters, and refining their application materials. The project successfully paired 55 mentees with 42 mentors, fostering valuable connections and support within the Syrian diaspora.



Program Partners



Our Pride



“Nelson Mandela once said, “History will judge us by the difference we make in the everyday lives of children”
Jusoor is doing a remarkable job at that by giving opportunities and tools to thousands of kids in the last 12 years. Thank you again for all you do you have been incredible.”

Laila Munif

Honorary Ambassador of Jusoor Scholars

Warda

Builds Peace Through Education



“I believe that all Syrian people should be agents of peacebuilding and conflict resolution. Syria is a very diverse country, and peacebuilding should be a collective effort.” Warda Sahtout, 31, studied International Conflict Resolution at Columbia University with support from Jusoor, and is now putting her peacebuilding vision into practice.

A Peacebuilder by Nature

Warda demonstrated a penchant for ending disputes early on in life. She remembers that, as a child, she rarely fought with her siblings, and when they argued with each other, she would do her best to resolve the misunderstanding. This inclination toward peacebuilding would serve her later, when the conflict broke out in Syria.

Warda graduated with a Bachelor’s degree in Economics from the University of Damascus in 2014. Even before graduating, however, she knew that she wanted to work in the humanitarian field – it seemed a natural place for her, given the crisis in her country. “The more I participated in humanitarian response in Syria, the more interested I grew in knowing more about improving the response into a more sustainable solution for the conflict,” Warda says.

After doing her best to support conflict resolution inside Syria, she decided to take a step back and become an expert in peacebuilding and conflict resolution. She hoped to contribute to a better solution to the increasingly complex and protracted conflict. In 2017, Warda decided to pursue a Master’s Degree in Conflict Resolution overseas.

Big Dreams = Big Efforts

Warda knew that her fulfilling her dream would require lots of hard work. “I remember how long my days were in 2018 when I worked on applications while having a full-time job. I used to go to a coffee shop after work and spend around six hours working on my scholarship, English language, and interviewing skills. **I lost many friends over that year because I was swamped; I couldn’t hang out with anyone,**” Warda explains.

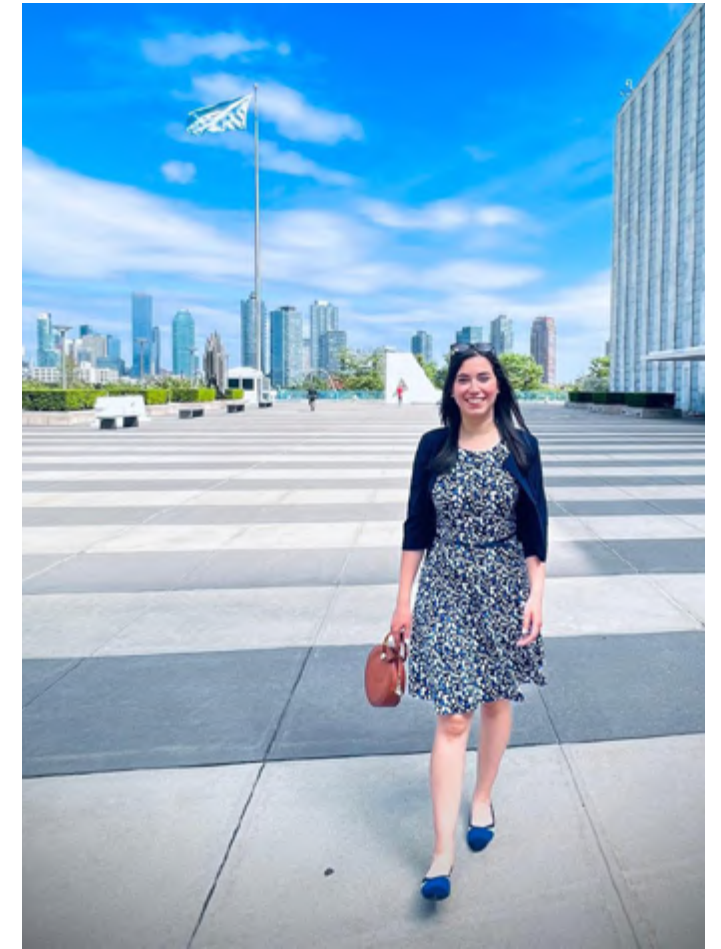
After months of hard work, Warda won two scholarships: a Chevening scholarship to the University of Sussex and Jusoor’s scholarship to Columbia University. “I chose Jusoor’s scholarship because Columbia is one of the best universities in the world, and New York City is one of the best places for networking, work opportunities, and merit-based competition.”

Like Warda, many Syrian scholars have received financial support from Jusoor for their academic careers. As of December 2022, Jusoor’s Scholarship Program has provided 354 scholarships to Syrian students. Jusoor aims to help create the next generation of Syrian leaders by supporting Syrian students’ access to an excellent education.

Warda wanted to give back to her Syrian community. She began volunteering with Jusoor to mentor students who wish to pursue their education overseas. “As a mentor, I have the opportunity to meet many wonderful people from Syria who are talented and have the will to learn and provide much more for their country and humanity, but are lacking access to opportunities. **Syrians deserve to be heard and seen not as refugees but as people with many talents to offer,**” Warda says.



Today, Warda is a project manager at Compliance and Capacity Skills International LLC, working on developing practical strategies against gender-based violence and enhancing human rights protections as part of her larger interest in peace-building and conflict resolution. Warda wishes her story would inspire other Syrian youth to follow their dreams and never lose hope: “Syrian youth are passionate about learning and searching for every possible way to reach their dreams. **If we all invest in education, it will be a win-win for everyone, and peace will come.**”



Omar

Integrates Development Practice and Humanitarian Action



Omar Tenbekji's professional and academic journey is marked by displacement. Halfway through a sales and marketing career, Omar, now 38, pivoted to the humanitarian field to stand in solidarity with the people of his country, relocating several times in the process. Today, with help from Jusoor, he is enrolling in a Development Studies Master's program at the University of Sussex in the United Kingdom. His guiding north star remains the same: a commitment to helping the Syrian people.

A Moral Call

Omar earned a Bachelor's degree in Business Management from the University of Greenwich, London, in 2009. He returned to Syria and left again in 2012, seeking a safer and more stable work environment. Upon arrival in Türkiye, he was overcome by the Syrian people's dire need for assistance. He began volunteering with a charity organization providing aid to Syrians in Türkiye and Northern Syria. Six months later, he left for Jordan, where a job at an international company awaited him.

The company offered Omar the potential for significant professional and financial growth. Nevertheless, he couldn't shake a pressing urge to return to humanitarian action in Türkiye. "Although I loved my profession, I decided to

leave my job because I felt that there was a bigger need for me in the humanitarian field."

Omar returned to humanitarian work and occupied leading positions in several key organizations. After a few years, however, he realized that successfully responding to the long-term and complex crisis in Syria would require deeper contextual knowledge and tools. "At one point, I felt like the information and framework I had were not sufficient to respond to the protracted crisis anymore, and that I needed a more academic background and in-depth understanding of the context. That's when I decided to pursue my life dream of earning a master's degree in development studies," Omar explained.

"Fall down seven times, get up eight"

Omar wanted to earn a Master's degree from a British university but couldn't afford it. He first applied for a Chevening scholarship in 2015 to help fund his studies, but his application was rejected. Two years later, he tried again and was rejected again.

But Omar did not give up. In 2022, upon applying a third time, **Chevening and Jusoor awarded him a co-funded scholarship to pursue a degree in Development Studies.**

"The support that Jusoor offered me will help me fulfill my goal of contributing to Syria's economic development and growth through reducing poverty and creating innovative economic opportunities," Omar says.

Over the past decade, Omar has relocated many times, but his current trip to the UK might be the hardest of them all: he had to leave his wife and 2-year-old son in Türkiye. "My journey was tough and full of challenges, but I am trying to help develop my country. This is what keeps me going every day."

Catalyzing Change: Jusoor’s Support Fuels SYE’s Educational Endeavors

Jusoor’s support to the Syrian Youth Empowerment Initiative (SYE), a non-profit co-founded by alumni from our Scholarships Program to providing conflict-affected a pathway to higher education, had a significant impact on the organization’s activities and the students they serve. Jusoor’s contributions primarily focused on covering testing fees for four students and application fees for 12 students. Additionally, Jusoor provided high-quality counseling support and university outreach for 25 students and their volunteer mentors. The total support provided by Jusoor amounted to \$30,000 USD.

SYE reported that **this year was their most successful year to date**, with the highest completion rate, the most full scholarship offers, and students securing admissions and scholarships to new universities. Jusoor’s contributions specifically supported SYE’s One Year Program, allowing them to eliminate financial barriers by covering testing and application fees for approximately 10 students and offering counseling support to 25 students. This support represented about 30% of SYE’s operating budget for the year.

SYE’s report also highlighted the challenges faced by the initiative, including the impact of an earthquake on students, which required additional emotional and logistical support. The organization’s staff, consisting of two members, worked tirelessly to support over 100 volunteers and more than 300 students across their programs, making it challenging to allocate time for innovation and growth. However, investing in data management practices, such as building a student portal, proved beneficial in navigating the earthquake’s impact and streamlining reporting processes.

Building relationships with universities and admissions officers was highlighted as crucial for SYE’s work. These relationships facilitated new opportunities for students and helped navigate challenges caused by the earthquake, especially when students faced difficulties in meeting final requirements.

SYE’s report also provided key statistics and highlights, showcasing the impact of their programs. The One Year Program had 76 students receiving mentorship, and over \$14 million in scholarships were offered to SYE students. The program had a high completion rate, and the number of universities offering full scholarships increased from the previous year. SYE emphasized their commitment to gender equity, with 51.3% male, 44.7% female, and 3.9% non-binary students.

Profiles of successful students were shared, demonstrating their achievements and university acceptances, including prestigious institutions such as Brown University, Bowdoin College, Tufts University, and United World Colleges (UWC). The report also highlights the Prep Program, Grad Program, and Open Source program, which provided resources, mentorship, essay support, and webinars to help students prepare for college and graduate studies.

Overall, Jusoor’s support had a significant positive impact on SYE’s efforts to provide educational opportunities and support to Syrian students, contributing to their success and streamlining efforts to help Syrian youth secure admissions and scholarships to universities worldwide.

Some of the aspiring students SYE has helped this year



SYE One Year Program Student, Meriana from Damascus, will be attending NYU Abu Dhabi on a full scholarship this fall.



Jad, from Aleppo, was admitted to Brown University with his full cost of attendance covered by university aid. At Brown, he hopes to explore the sciences and subjects like diplomacy.



Fadi, from Hama, was admitted to Tufts University with his full cost of attendance covered by university aid and plans to pursue a BFA there, one of the first students who will be pursuing the arts.



Rima, from Damascus, was admitted to Bowdoin College with her full cost of attendance covered by university aid.



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 Türkiye 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

Jordan
Lebanon
Türkiye
Iraq



Our Impact in 2022



123

Startups
Supported



46.29%

Female
Participation



\$221,034

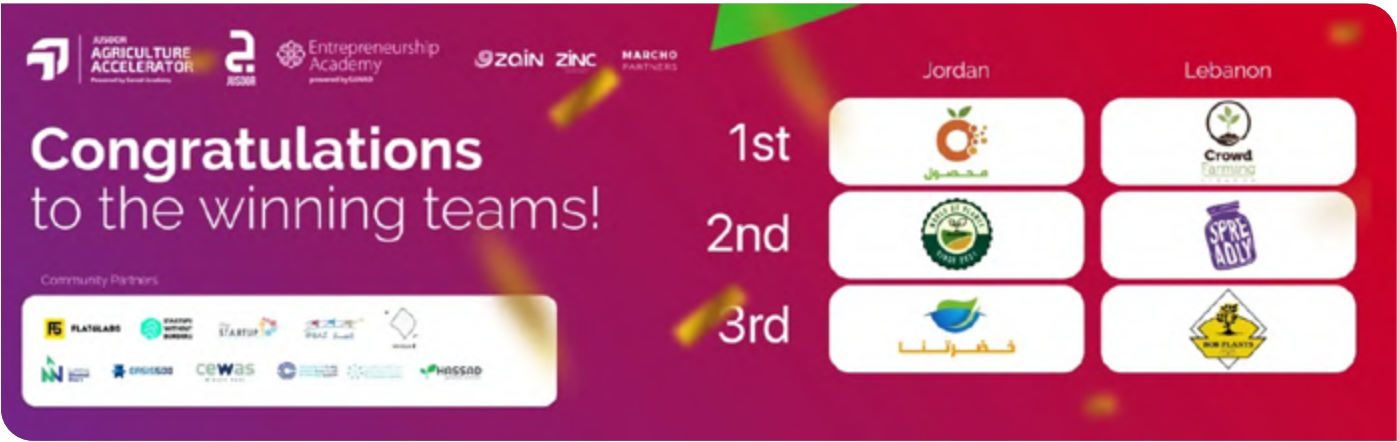
Invested in
Trainings



315

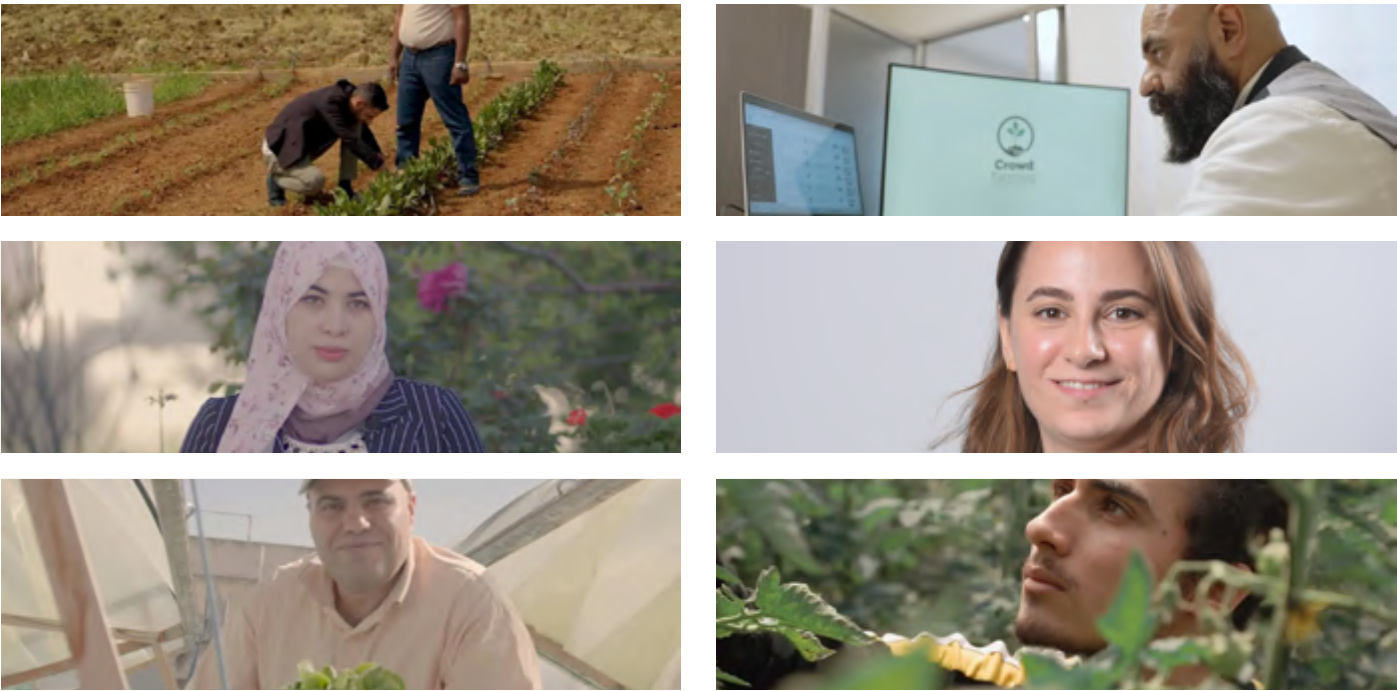
Entrepreneurs
Trained

2022 Program Highlights
Jusoor Agriculture Accelerator



In 2022, the entrepreneurship program concluded the Jusoor Agriculture Accelerator. The accelerator supported start-ups addressing solutions to challenges faced in the agriculture sector in Jordan and Lebanon. An inspiring group of the participating entrepreneurs were trained, mentored and technically assisted in order to accelerate and grow their businesses to be ready for investment and scalability. The participating teams pitched their business ideas revolving around Agri Production, Agri Trading, Agri Finance, Agriculture; Technology and Related Services, Hydroponics, Aquaculture, Horticulture, and Apiculture.

The accelerator aimed to support these start-ups in addressing solutions to challenges faced in the agriculture sector in Jordan and Lebanon. Out of 33 teams, Jusoor Agriculture Accelerator awarded the six winning teams - three from Lebanon and three from Jordan - an equity-free seed money prize worth \$5,000, \$3,000, and \$2,000 for first, second, and third places. Concluding three months of training, mentorship, and legal support, Jusoor Agriculture Accelerator was concluded with a Demo Day on April 6th, where 33 teams pitched their ideas to a group of seasoned judges from all across the entrepreneurial investment landscape.



Program Partners



Our Pride



“

There are many aspects of Jusoor that I have been really impressed with and especially the combination of the professionalism of their work with the strong link to the community, which I think is really powerful.

Mr. Yannick Du Pont
Founder and CEO of SPARK

Abdalla

The Power of Persistence in Entrepreneurship



“Founding my business in a new community was never easy, but persistence can do wonders.” Abdallah Badawi, 37, is a Syrian refugee entrepreneur residing in Istanbul, Türkiye. Excited by innovation in the digital age, Abdallah has always wanted to start his own business using the latest technologies. After several business ventures, he co-founded the online “Jeenakom Market” with his brother and best friend in 2020. Since then, and with a little help from Jusoor, his business has continued to grow.

“The past two years taught me that persistence and insistence on learning something new every day are keys to success,” Abdalla says.

Arriving in Istanbul as a refugee in 2013 was challenging for Abdallah. The sudden change in culture, language, and the surrounding slowed his ambitions as he needed to find his new passion and that will be inspired from this cultural change. “It took me one year before I figured out what I wanted to do,” Abdallah explains.

In 2016, Abdallah founded his first business in Türkiye, which specialized in exporting goods from Türkiye to various parts of the world. “My business was growing and succeeding, but I wanted to develop it further.” Abdallah hoped to use digital technologies online as they were a key element to unlock a huge stream of possibilities by providing services to virtually anywhere they can extend to. To that end, he implemented a feasibility study for a new business model in 2019. At the end of 2020, Abdallah launched the new “Jeenakom Market” with the support of his two co-founders: his brother and best friend. “That’s why I call Jeenakom a family business,” Abdallah says.

Jeenakom Market is an app and website that delivers goods from the company’s warehouses to customers in Istanbul within 45 minutes. “After the spread of COVID-19 worldwide, the need for online delivery increased due to long phases of lockdown; that’s when I realized that the right time for starting my business had come.”

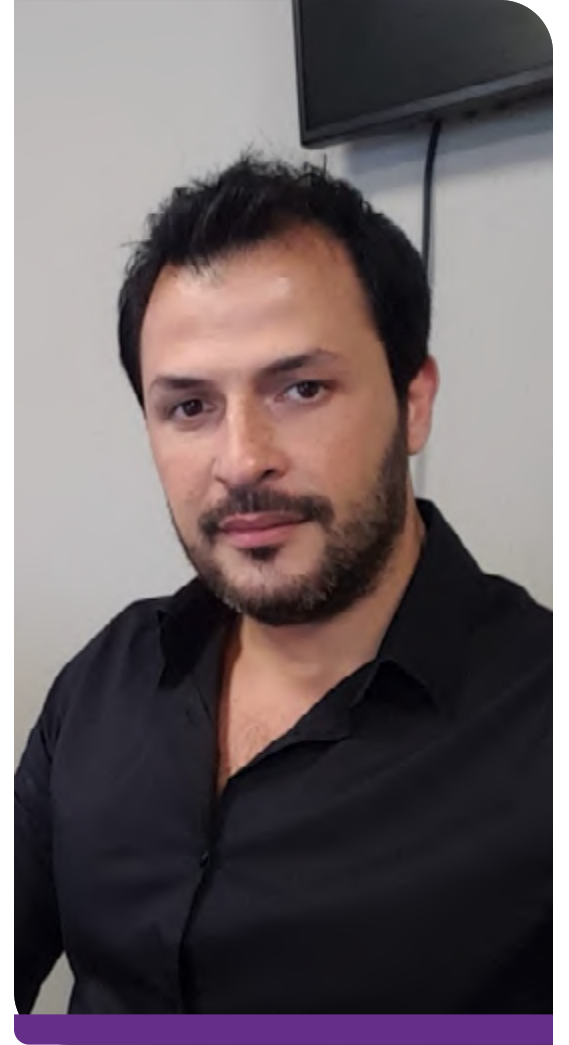
Abdallah learned about Jusoor’s “Startup Roadshow 3” program three months after launching his business. He and his partners signed up for the program to deepen their knowledge of business models.

“Through enrolling in Jusoor’s program, we gained insight into legal details about businesses, and we gained some knowledge in time management, thinking outside the box, being more creative, and planning.”

But Abdallah’s favorite part of the program was meeting other entrepreneurs who experienced similar challenges to Syrian startups in Türkiye and exchanging ideas on overcoming them. “Jusoor offered us a community of like-minded people, which is the most important part of the program.”

By the end of the program, Abdallah and his partners had changed their business model: “We decided to focus on selling products with high-profit margins to grow bigger.”

Today, Abdallah wants his business to further serve his community: he plans to create branches that offer job opportunities to Syrian refugee women, expanding on the community support.



Maha

Building a Healthy Movement One Jar at a Time



When the financial and economic crisis hit Lebanon in October 2019, Maha Mrad, 31, turned the crisis into a healthy opportunity for herself and her community by founding a nut butter business: “Spreadly.” A first-time business owner, Maha learned to grow and manage “Spreadly” thanks to several entrepreneurship programs, including Jusoor’s Agriculture Accelerator project.

Creativity during crisis

Before “Spreadly,” Maha worked as an engineer. She exercised regularly, loved healthy food — especially nut butter — and enjoyed buying nut butter from her local grocery store. However, when the economic crisis hit, grocery stores started running out of goods, and prices went through the roof. Maha started looking for other ways to enjoy her nut butter.

She started by making peanut butter. “The peanut butter was a success with my colleagues at work. The next challenge was preparing a chocolate hazelnut butter that resembled the flavor of Nutella but used only natural ingredients,” Maha says. These ingredients were being supplied from local farms, shops, and villages. After a few tries, Maha got the taste and texture of peanut and chocolate hazelnut butter just right, and her coworkers began asking for special orders.

“Eventually, when the demand for my nut butter increased, I decided to start selling it, but I kept the whole thing as a side business. Later, I created an Instagram page and started working on the label and design.”

Kicking Off

“As someone who comes from an engineering background, I didn’t know how to run a successful business, especially in the context of a crisis. I didn’t even have the entrepreneurial mindset,” Maha says.

Along her entrepreneurial journey, Maha learned about Jusoor’s Agriculture Accelerator Project, powered by Sanad Academic and part of the Jusoor Entrepreneurship Program. She joined the program in 2022 and learned helpful skills for managing her business.

“With Jusoor, I received group mentoring sessions where I learned about storytelling as a marketing strategy. Over this phase, I crystallized my understanding of Spreadly as a ‘healthy movement.’ Next, I learned about the essentials of running a business, such as the break-even point, the basics of production, and how to price a product. After that, Jusoor helped me connect with various branding agencies and allowed me to benefit from one-on-one coaching sessions with successful entrepreneurs in the field.”

After three months of training, Maha won second place in a competition organized by Jusoor Agriculture Accelerator to support 33 participating start-ups in addressing solutions to challenges faced in the agriculture sector in Jordan and Lebanon.

Going Big

Maha soon put her newfound knowledge from Jusoor’s Agriculture Accelerator and other programs to use. “Six months ago, I left my full-time job and decided to focus on my business. Today, I have an 80-square-meter factory in Beirut that includes a small showroom and various machinery. I also have a full-time team working with me, and our most recent success is establishing our e-commerce store on a reliable website.”



Today, Maha’s “Spreadly” is available at many grocery stores in Lebanon, offering customers a healthy snack made of natural ingredients. “Leading a successful business is a daily challenge that requires real belief in one’s vision.” Maha’s vision is to spread her brand to offshore markets, exporting her offering to more people with rising need to her products.



Jusoor Donors - In Gratitude

The below lists those people, companies and organizations who donated more than US\$5,000 in 2022. Also included are donors since 2011 who gave more than US\$10,000. Our heartfelt thanks extend to all of them. We would also like to extend our gratitude to every single supporter as, no matter how large or small, every donation and initiative really counts.

Donations included below are accumulative up to December 31st, 2022. Gifts and names are recorded to the best of our current knowledge. Please contact fundraising@jusoor.ngo if any error.



Donors in 2022

Benefactors (\$500,000+)		Champions (\$5,000+)
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	Sulaiman and Amal Naim	Mohammad Wajih Ismail
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Donors over all time

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Amr Salahieh and Laïla Munif	Waleed Ibrahim Abdulaziz	Anonymous	Mudassir Sheikha and Sabah Yusuf
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SPARK		Lena Demashkieh and Fahad Roumani	The Ghandhour Family in Honor of Ali Ghandour
			Wafic Said
Bridges Circle (\$10,000+)			
Aaref and Fariha Hilaly	Formagrid Inc.	Nina Nasser	
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Azmi Mikati	Magdy Eletreby	Right To Play	
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	Nadia Chatti		
	Nelson and Margaret Chen		

Board of Directors



Ahmad Nehlawi
Investment Principal, The Capital Partnership

Ahmad supports London-based The Capital Partnership's venture capital and private placements. Ahmad has 10 years of investment banking and private equity experience, helping corporations and SWFs with corporate finance and capital markets. Ahmad worked at J.P. Morgan in Equity Capital Markets and Corporate Finance. Before that, Ahmad worked on M&A and restructuring at Perella Weinberg Partners. Ahmad has a McGill B.Com. Ahmad advocates for Syrian youth who want a bright future.



Rose Farah
Associate at CrossBoundary

Rose is an Associate at CrossBoundary in Dubai. Prior to joining CrossBoundary, Rose was a strategy consultant at The Bridgespan Group in New York and Singapore, where she helped launch the firm's presence in Southeast Asia. She graduated from Duke University as a Robertson Scholar.



Rami Zayat
Legal Director

Rami is DLA Piper's Legal Director in Dubai. He represents start-ups, public companies, government agencies, and IT companies. Rami has extensive experience advising clients across industries on government contracting, large complex IT contracts, local and cross-border corporate commercial, general IT and services contracts, intellectual property and corporate commercial matters. Rami focuses on non-contentious IT projects, including large-scale outsourcing and managed services transactions.



Safouh Takroui
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 the Illinois Institute of Technology in Chicago.



Dania Ismail
Director of Strategy and Business Development at Telfaz11

Dania Ismail is Telfaz11's Director of Strategy and Business Development. Dania was MBC Group's Strategy and Business Development Manager for nine years before joining Telfaz11. She 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 Jusoor Co-Founder, Board Member, and Entrepreneurship Program Director.



Maya Ghosn
Investor and Advisor

London-based Maya Ghosn invests in and advises purpose-driven tech startups and nonprofits in Lebanon. She helped the Chan Zuckerberg Initiative scale from 30 to 600 over five years. She was their 160-person Education team's Operations Director. Before joining CZI, she worked for McKinsey's Social Sector practice on gender equality and family planning projects in the U.S., Canada, Denmark, and India. She's Lebanese/Brazilian and holds a B.S. from Stanford University.



Rania Succar
VP of QuickBooks Payments

Rania is the CEO of Mailchimp and VP of QuickBooks Payments and Capital at Intuit. Before that, she was Google's Director of Brand Solutions for North America for five years. Rania worked for McKinsey in the US and Dubai before joining Google. Rania co-founded the Harvard Arab Alumni Association in 2001 and was president until 2008. She has a Harvard MBA, a Harvard MPA in International Development, and a Harvard BA in economics.

Jusoor Trustees



Dr. Alexandra Chen, Trauma Psychologist

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, international and grassroots non-profits to design early childhood and mental health interventions in Lebanon, Syria, Iraq, Jordan and Turkey. Alexandra's doctoral work studied 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.



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.



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.



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, and directs Jusoor's partnerships and programs in Canada.



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.

Jusoor Team



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Executive Director



Suha Tutunji
Head of Refugee Education



Bassam Issa
Head of Finance



Mahmoud Al Tahan
Head of Communications



Ziena Abu-Dalbouh
Head of Entrepreneurship



Sarah Shedeed
Head of Scholarships



Richard Bampfylde
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Maher Ghalyoun
MEAL Associate



Negin Najjarnejad
Operations Associate



Catherine Stevenson
Program Development and Funding Associate



Mary Catherine Huneycutt
Grant Fundraising Associate



Sarah Khalil
Scholar and Alumni Engagement Coordinator



Hasan Daouk
Marketing Operations Coordinator



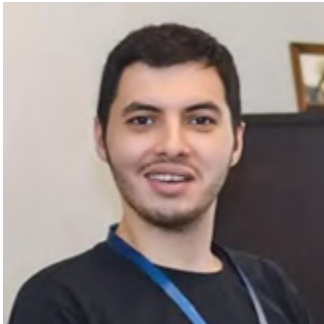
Mira Khaled
Scholar and Alumni Engagement Coordinator



Ali Al Ayash
Internal Communications Assistant



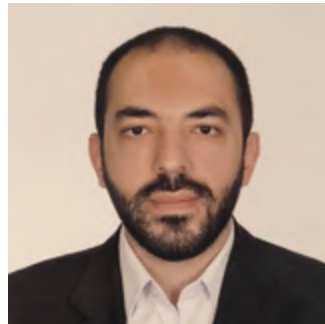
Edward Seraydarian
Administrative Assistant



Muayad Khamis
Entrepreneurship Program Assistant



Tanya Nammour
Academic Assistant



Haytham Hamadeh
Refugee Education Admin Assistant



Karim Dabagh
Finance Assistant



Jood Zaid Al Kilani
Community Engagement Assistant



Elodie Sampere
Director of PR, Resource Mobilization and Partnerships



Emma Redondo
Mentoring and Aftercare Project Manager



Hala Kabalan
Content Coordinator



Luciana Younan
Communications Assistant

Jusoor Financial Statements for the Year Ending on December 31, 2022

Combined for Jusoor USA, Jusoor UK, and Jusoor Canada

Consolidated Statement of Financial Position				
January - December 2022				
	Jusoor (US)	Jusoor (UK)	Jusoor (Canada)	Combined
	USD	GBP	CAD	USD
ASSETS				
Current Assets				
Bank Accounts	\$ 6,425,114.00	£ 84,226.94	\$ 24,771.53	\$ 6,551,151.58
Other current Assets				
Prepaid expenses and other assets	\$ 7,500.00			\$ 7,500.00
Property and equipment, net of accumulated depreciation	\$ 5,138.00			\$ 5,138.00
Total other Current Assets	\$ 12,638.00	£0.00	\$ 0.00	\$ 12,638.00
TOTAL ASSETS	\$ 6,437,752.00	£84,226.94	\$ 24,771.53	\$ 6,563,789.58
LIABILITIES AND EQUITY				
Liabilities				
Accrued Expenses	\$ 43,210.00			\$ 43,210.00
Total Liabilities	\$ 43,210.00			\$ 43,210.00
Equity				
Temp. Restricted Net Assets	\$ 265,320.00			\$ 265,320.00
Retained Earnings		£ 32,965.35	\$ 40,178.87	\$ 79,813.11
Unrestricted Net Assets	\$ 6,129,222.00			\$ 6,129,222.00
Net Income	\$ -43,210.00	51,261.59	\$ -15,407.34	\$ 3,014.47
Total Equity	\$ 6,394,542.00	£84,226.94	\$ 24,771.53	\$ 6,477,369.58
TOTAL LIABILITIES AND EQUITY	\$ 6,437,752.00	£84,226.94	\$ 24,771.53	\$ 6,520,579.58

Exchange Rate on December, 2022

CAD to USD	1 CAD = 0.74016 USD	0.7402
GBP to USD	1 GBP = 1.2023 USD	1.2023

Consolidated Statement of Financial Activity				
January - December 2022				
	Jusoor (US)	Jusoor (UK)	Jusoor (Canada)	Combined
	USD	GBP	CAD	USD
Income				
Individual Donations Restricted	\$ 639,100.31	£ 24,505.51	\$ 5,783.13	\$674,346.41
Individual Donations Unrestricted	\$ 400,893.84	£ 10,532.91		\$413,557.56
Corporate Contributions Restricted	\$ 509,629.28			\$509,629.28
Corporate Contributions Unrestricted	\$ 75.23	£ 5.00		\$81.24
Foundation Grants Restricted	\$ 933,169.58	£ 25,000.00		\$963,227.08
Foundation Grants Unrestricted	\$ 28,582.46			\$28,582.46
Gifts in Kind	\$ 44,942.48			\$44,942.48
In-Kind Rent Revenue	\$ 18,000.00			\$18,000.00
Uncategorized Revenue (refund)	\$ 56,421.58	£ 54.09		56,486.61
Total Income	\$ 2,630,814.76	\$ 60,097.51	\$ 5,783.13	\$ 2,708,853.13
Gross Profit	\$ 2,630,814.76	\$ 60,097.51	\$ 5,783.13	\$ 2,708,853.13

Exchange Rate on December, 2022

CAD to USD	1 CAD = 0.74016 USD	0.7402
GBP to USD	1 GBP = 1.2023 USD	1.2023

Consolidated Statement of Financial Activity				
January - December 2022				
	Jusoor (US)	Jusoor (UK)	Jusoor (Canada)	Combined
	USD	GBP	CAD	USD
Expenditures				
Rent	\$ 23,000.00			\$23,000.00
Running Costs (utilities, admin)	\$ 822,704.78			\$822,704.78
Teacher Salaries	\$ 314,131.00			\$\$314,131.00
Management Salaries	\$ 770,484.71			\$770,484.71
Student transportation	\$ 198,900.00			\$198,900.00
Staff travel	\$ 42,348.17	£ 3,636.31		\$46,720.11
Personnel				\$0.00
US-based Personnel	\$ 74,331.00			74,331.00
Personnel	\$ 74,331.00	£ 0.00	\$ 0.00	\$ 74,331.00
Repairs and Maintenance	\$ 6,440.67			\$6,440.67
Furniture and equiptment	\$ 350.00			\$350.00
Printing	\$ 14,005.77			\$14,005.77
In-Kind Rent Expense	\$ 18,000.00			\$18,000.00
Events	\$ 13,571.38			\$13,571.38
External consultants	\$ 203,912.57	£ 2,992.72		\$207,510.72
Bank fees	\$ 13,077.40	£ 81.00	\$ 17.50	\$13,192.29
PayPal Fee	\$ 69.21			\$ 69.21
Total Bank fees	\$ 13,146.61	£ 81.00	\$ 17.50	\$ 13,261.50
Legal costs	\$ 23,718.84			\$23,718.84
Tuition fees	\$ 381,689.70		\$ 19,869.89	\$401,559.59
Scholar Relocation and travel	\$ 17,326.69			\$17,326.69
Grants to other organisations	\$ 30,000.00			\$30,000.00
Prizes / cash distribution	\$ 30,738.00			\$30,738.00

Exchange Rate on December, 2022

CAD to USD	1 CAD = 0.74016 USD	0.7402
GBP to USD	1 GBP = 1.2023 USD	1.2023

Consolidated Statement of Financial Activity				
January - December 2022				
	Jusoor (US)	Jusoor (UK)	Jusoor (Canada)	Combined
	USD	GBP	CAD	USD
Expenditures				
Technology costs	\$ 63,068.79	£ 132.89		\$63,228.56
Stationery and Supplies	\$ 36,296.23			\$36,296.23
Employment Taxes	\$ 16,491.32			\$16,491.32
Payroll suppliers	\$ 6,606.23			\$6,606.23
Accounting costs	\$ 29,200.00	£ 1,993.00	\$ 1,303.08	\$32,899.26
Amortization Expense	\$ 21,483.00			\$21,483.00
Uncategorized Expenditure	\$ 1,934.23			\$1,934.23
Professional development	\$ 14,135.31			\$14,135.31
Total Expenses	\$ 3,211,431.04	\$ 8,835.92	\$ 21,190.47	\$ 3,243,244.94
Net Operating Income	\$ -580,616.28	\$ 51,261.59	\$ -15,407.34	-\$ 534,391.81
Net Income	\$ -580,616.28	\$ 51,261.59	\$ -15,407.34	-\$ 534,391.81

Exchange Rate on December, 2022

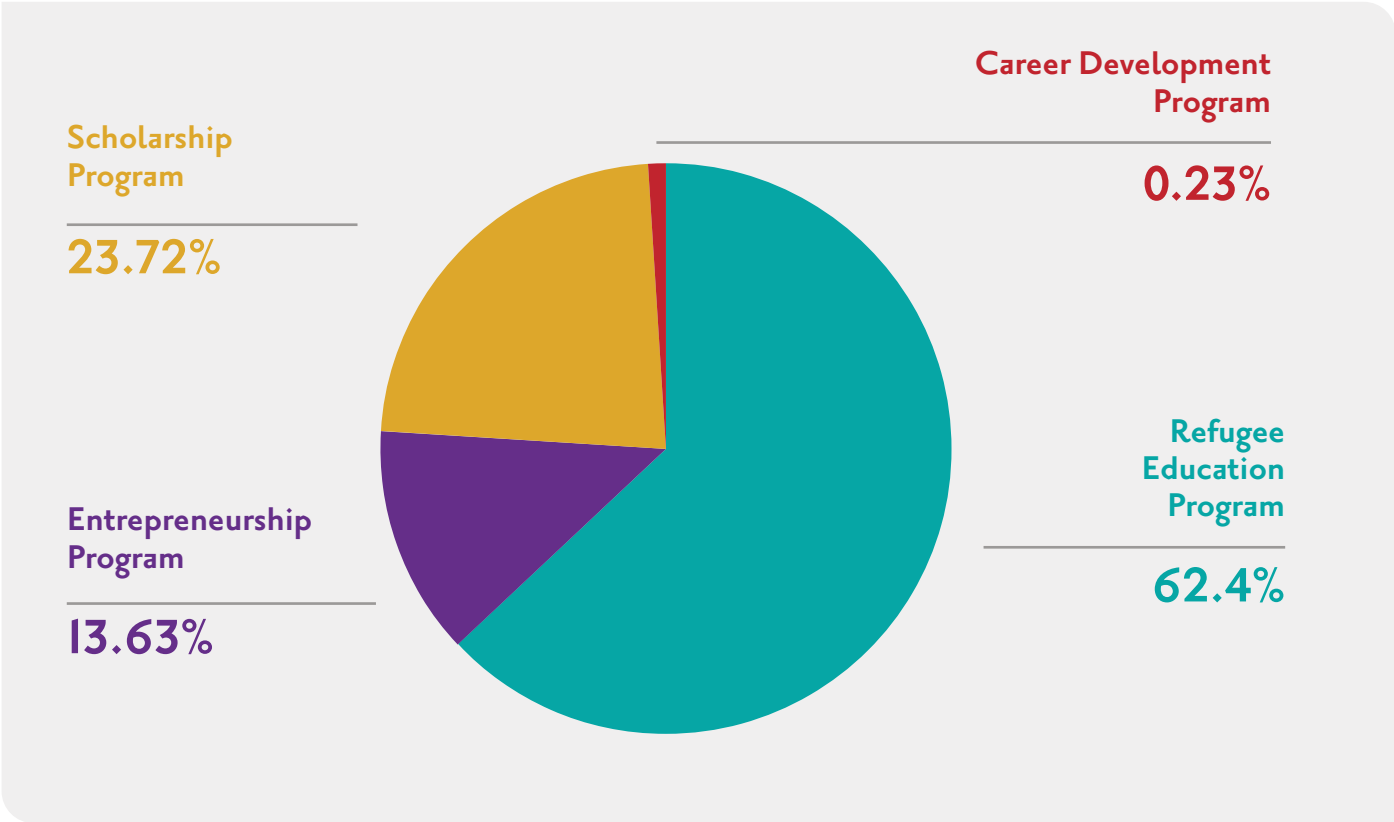
CAD to USD	1 CAD = 0.74016 USD	0.7402
GBP to USD	1 GBP = 1.2023 USD	1.2023

Consolidated Statement of Functional Expenses January - December 2022 Jusoor Combined (USD)											
	Program Services						Supporting Services				
	Program services	Career Development	Total Entrepreneurship Training and Support	Total Higher Education Scholarships	Total Refugee Education	Total Program services	Management and General	Other Supporting Services	Total Fundraising	Total Supporting Services	TOTAL
Expenses											
Rent					\$23,000.00	\$23,000.00				\$0.00	\$23,000.00
Running Costs (utilities, admin)			\$37,770.02	\$1,100.00	\$724,882.52	\$763,752.54	\$842.24	\$58,110.00		\$58,952.24	\$822,704.78
Teacher Salaries					\$314,131.00	\$314,131.00				\$0.00	\$314,131.00
Management Salaries		\$3,500.00	\$164,509.06	\$127,125.72	\$171,242.64	\$466,377.42	\$40,078.76	\$126,056.37	\$137,972.16	\$304,107.29	\$770,484.71
Student transportation					\$198,900.00	\$198,900.00				\$0.00	\$198,900.00
Staff travel			\$5,669.54	\$8,049.59	\$4,100.13	\$17,819.26	\$19,070.76	\$536.91	\$4,921.24	\$29,148.89	\$42,348.17
US-based Personnel						\$0.00	\$74,331.00			\$74,331.00	\$74,331.00
Repairs and Maintenance					\$6,440.67	\$6,440.67				\$0.00	\$6,440.67
Furniture and equipment					\$350.00	\$350.00				\$0.00	\$350.00
Printing			\$2,312.00		\$10,985.00	\$13,297.00	\$708.77			\$708.77	\$14,005.77
In-Kind Rent Expense					\$18,000.00	\$18,000.00				\$0.00	\$18,000.00
Events				\$555.99	\$2,600.00	\$3,155.99			\$10,415.39	\$10,415.39	\$13,571.38
External Consultants		\$2,341.00	\$89,241.54	\$726.24	\$10,924.23	\$103,233.01	\$72,318.01	\$14,512.80	\$17,446.90	\$104,277.71	\$207,510.72
Total Bank Fees					\$8.29	\$8.29	\$13,068.63	\$175.81	\$8.77	\$13,253.21	\$13,261.50
Legal Costs						\$0.00	\$21,500.83	\$2,218.01		\$23,718.84	\$23,718.84
Tuition Fees				\$401,559.59		\$401,559.59				\$0.00	\$401,559.59
Scholar Relocation and Travel				\$15,008.34		\$15,008.34			\$2,318.35	\$2,318.35	\$17,326.69
Grants to other organizations				\$30,000.00		\$30,000.00				\$0.00	\$30,000.00
Prizes / cash distribution			\$30,738.00			\$30,738.00				\$0.00	\$30,738.00
Technology costs			\$3,903.67			\$3,903.67	\$27,639.17	\$13,475.72	\$18,210.00	\$59,324.89	\$63,228.56
Stationery and Supplies				\$1,135.88	\$35,160.35	\$36,296.23				\$0.00	\$36,296.23
Employment Taxes						\$0.00	\$16,491.32			\$16,491.32	\$16,491.32
Payroll suppliers						\$0.00	\$6,606.23			\$6,606.23	\$6,606.23
Accounting costs						\$0.00	\$26,203.08	\$6,696.18		\$32,899.26	\$32,899.26
Amortization Expense					\$21,483.00	\$21,483.00				\$0.00	\$21,483.00
Uncategorized Expenditure					\$1,631.23	\$1,631.23		\$303.00		\$303.00	\$1,934.23
Professional development			\$3,391.02	\$1,802.48	\$600.00	\$5,793.50	\$6,840.42		\$1,501.39	\$8,341.81	\$14,135.31
Total Expenses	\$0.00	\$5,841.00	\$337,534.85	\$587,063.83	\$1,542,269.51	\$2,498,046.74	\$322,967.54	\$222,084.80	\$192,794.20	\$745,198.20	\$3,243,244.94

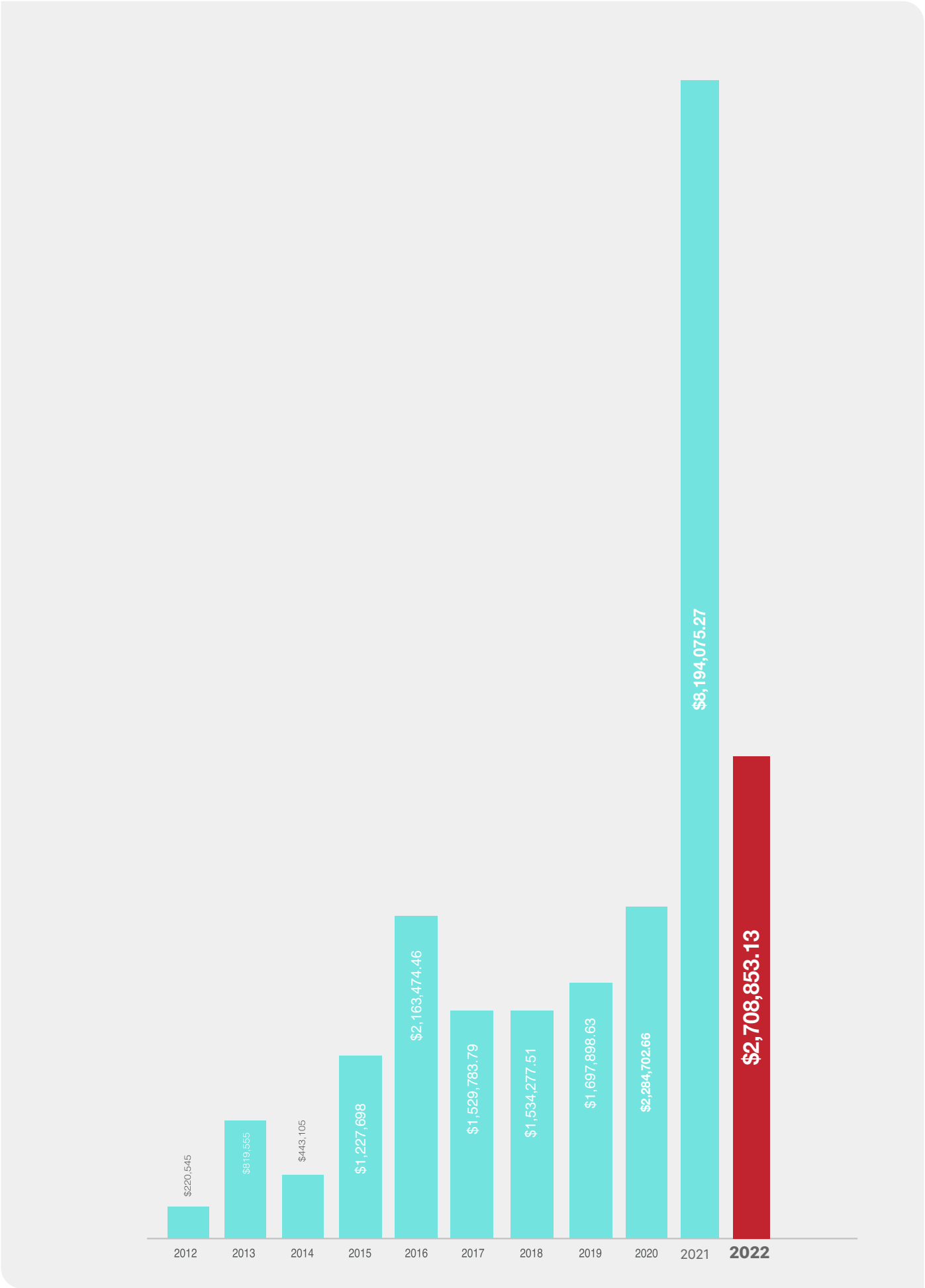
Exchange Rate on December, 2022

CAD to USD 1 CAD = 0.74016 USD 0.7402
GBP to USD 1 GBP = 1.2023 USD 1.2023

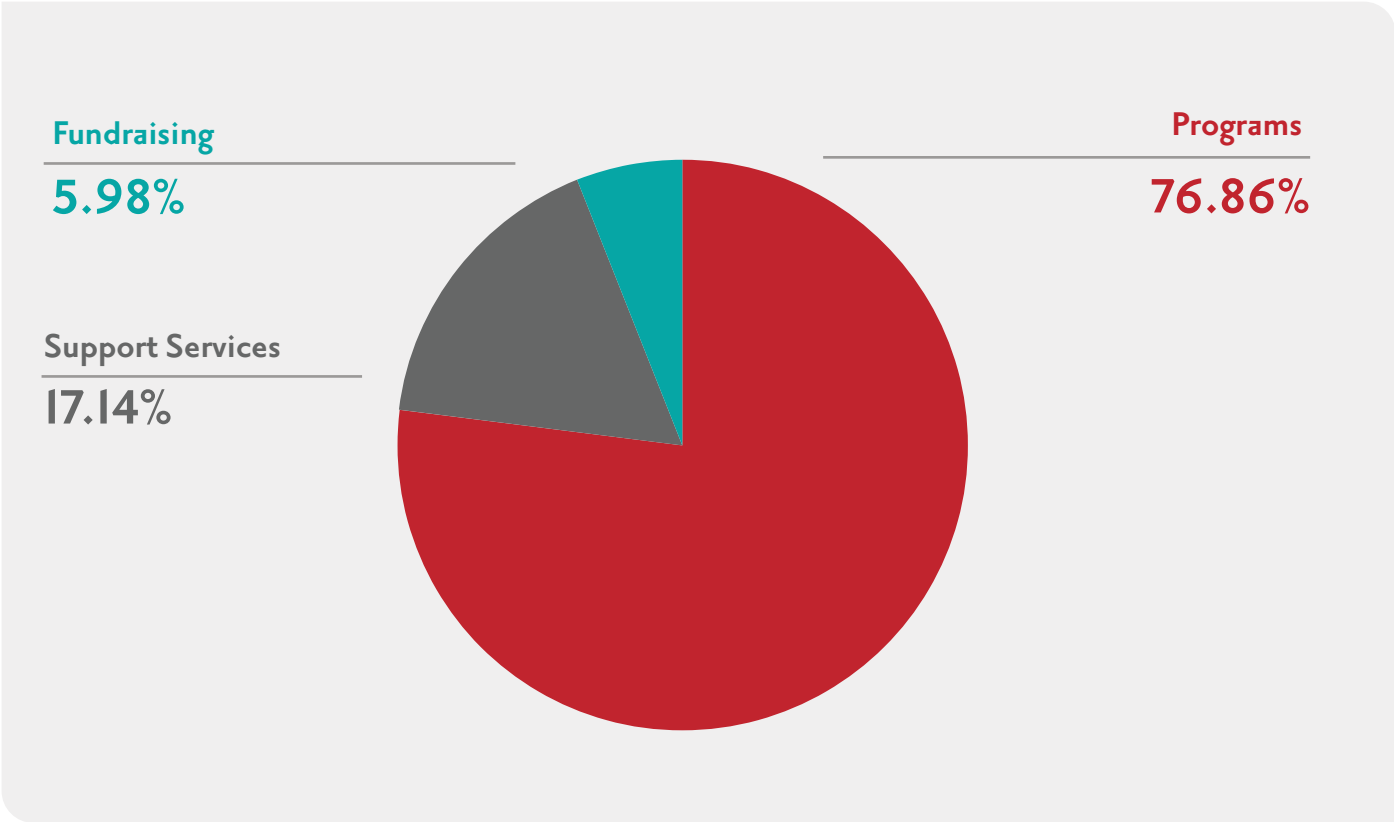
Expenses by Program



Donations Over Time



Expenses by Type





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