Empowering youth to succeed in a global economy
H.H. Shaikha Hessa’s visit to the exhibition and her witness to the displayed projects encouraged the students to enhance their passion for entrepreneurship and begin their startups while still in school.

Aisha Alzayed
Hafsa Um Almoamineen Primary Girls School
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Dear Colleagues and Friends,

I have the utmost pleasure in introducing you to our first digital Annual Report this year and I take great pride in highlighting some of the many incredible achievements we have accomplished over these past 12 months. Although the year has seemed to speed past us with such velocity, I realize that we too have, as a team, trail blazed a path covered with many successes in just a short period of time.

Firstly I commend our team for bringing in this electronic version of our Annual Report and reducing our own carbon footprint as a socially responsible NGO. I also, with the utmost gratefulness and appreciation extend my thanks to Her Highness Sheikha Hessa bint Khalifa Al Khalifa for her immense leadership and driving our vision and strategy forward despite the constraints this global economic downturn has placed on all businesses and institutions.

It has been a busy and challenging year, particularly in light of companies consolidating their costs but Her Highness and our esteemed Board of Directors have continued to build and maintain the bridge between business, community and our wider Bahrain society. But, there is also much to be proud of this year and INJAZ Bahrain winning 4 Awards – an award for each category in the Young Entrepreneurs Competition 2016, held in the Kingdom of Bahrain, is one of those proud moments. For the first time our dedicated INJAZ Bahrain team received regional recognition for its outstanding achievements in the areas of compliance, quality, collaboration and communication, granted by INJAZ Al Arab. This momentous achievement is a true reflection of the team spirit we have built together and of the dedication INJAZ Bahrain continues to deliver.

Of course, talking of awards, we must again wholeheartedly congratulate INJAZ Bahrain’s High School team, ‘Roshena’ who won the Regional Company Competition and excelled in building an extensive business case and product. INJAZ Bahrain continued to make its mark in the Company program through its participation in the 2017 national company competition and the winners were given a wonderful and unique opportunity to take a first-ever trip to Brussels, JA Europe as part of our new strategy to build our mark on the global stage and expand our brand through our students.

Over these past 12 months, we have been dedicated with increasing our student reach and I am extremely proud to announce that we have achieved a milestone target of 31,997 students impacted and a staggering total of 1,206 volunteers as our support structure.

As I look to the future, I am simply honored to be a part of this remarkable team and proud to be your Chairman. We must continue to take bold steps and build bold ideas. We must continue to pave the way and shape our world through the minds of our youth and with the guidance of our incredible leaders in this beautiful Kingdom of Bahrain.

Dr. Abdulrahman Jawahery
Chairman - INJAZ Bahrain
INJAZ Bahrain continues to foster and nurture the 21st century skills, attitudes and aptitudes in youth to succeed in this challenging economy. Through the collaboration with the Ministry of Education, Board Companies and other corporates, we work towards a mutual goal to develop, inspire and help youth find their place in society, either as valued employees or through their increased ability to create opportunities for themselves as entrepreneurs in their own right.

This year was another exceptional year of performance for INJAZ Bahrain where we reached out to a record 32,000 in a single year through greater focus on impacting students in their early years through the primary offering. With the revised approach of allowing educators in schools to participate in delivering our primary preposition, we expanded our volunteer intake to 1206 volunteers over the past year…a year to date reach of around 140,000 students.

Another year was celebrated with great proud and joy for not only hosting the 2016 Regional Young Entrepreneurs Competitions in the Kingdom of Bahrain for the first time but for our National winners team Roshena to be crowned as the regional winners in the high school track. The teams’ performance reiterated Bahrain’s stance in bringing about professionalism, quality and creativity in the minds of the young and preparing them with confidence to make life long decisions. Bahrain witnessed the participation of around 14 member nation’s joining us from across the Arab nations to spend three memorable days amongst colleagues and friends.

With schools opening for the new academic year 2017-2018, INJAZ Bahrain gears itself for another strategic year with challenging plans to add new programs to its current offerings, to continue the focus on quality in whatever it does, and to find exciting ways to capitalise on success stories to create greater impact in order to attract new volunteers and reach out to more students. We embark on an era where digitalisation and social media are key components of every growing organisation. At INJAZ Bahrain, we too shall explore means to transition and have a blended approach to our offerings to keep pace with the market needs. We have successfully laid the road map for the next 5 years during our latest strategy meeting and are excited to contribute towards the regional goal of reaching 1million student.

We extend our gratitude to all our partners in success. Many thanks to those who contributed through volunteering, to those who supported financially, and to all those who opened doors by simply believing in the boundless potential of Arab youth.

We look forward to your continued support in helping INJAZ to reach out to and prepare more youth to succeed in the local and global market place.

Hessa Bint Khalifa Al-Khalifa
Executive Director- INJAZ Bahrain

“ This year was another exceptional year of performance for INJAZ Bahrain where we reached out to a record 32,000 students in a single year. ”
VISION
Be the partner of choice for business, educators and policy makers in the Kingdom of Bahrain seeking to expand youth education and economic development.

MISSION
To inspire and prepare youth to succeed in a global economy.

VALUES
1. Belief in the boundless potential of young People.
2. Commitment to the principles of market based economics and entrepreneurship.
3. Passion for what we do and honesty, integrity, and excellence in how we do it.
4. Respect for the talents, creativity, perspectives, and backgrounds of all individuals.
5. Belief in the power of Partnership and Collaboration.
6. Conviction in the educational and motivational impact of relevant, hands-on learning.
## INJAZ Bahrain Impact

<table>
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<th>Students</th>
<th>Volunteers</th>
<th>Schools</th>
<th>Universities</th>
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<td>2004-2005</td>
<td>1,023</td>
<td>23</td>
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<td>2005-2006</td>
<td>1,870</td>
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<tr>
<td>2006-2007</td>
<td>2,274</td>
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<tr>
<td>2007-2008</td>
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<td>2008-2009</td>
<td>3,491</td>
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<td>2009-2010</td>
<td>4,748</td>
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<td>2010-2011</td>
<td>4,987</td>
<td>298</td>
<td>104</td>
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<td>15,901</td>
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<td>2014-2015</td>
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<td>2015-2016</td>
<td>21,059</td>
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<td>170</td>
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<tr>
<td>2016-2017</td>
<td>31,997</td>
<td>1206</td>
<td>199</td>
<td>7</td>
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<tr>
<td><strong>YTD</strong></td>
<td><strong>139,579</strong></td>
<td><strong>5269</strong></td>
<td><strong>246</strong></td>
<td><strong>12</strong></td>
</tr>
</tbody>
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## INJAZ Bahrain 2016 Achievement Awards

- Quality Award
- Collaboration Award
- Communication Award
- Compliance Award
Entrepreneurship education seeks to prepare young people to be responsible, enterprising individuals who become entrepreneurs or entrepreneurial thinkers by immersing them in real-life learning experiences where they can take risk, manage the results, and learn from the outcomes. There are a growing number of microenterprises fuelling developed and developing economies, thus making entrepreneurship a highly sought-after skill.

Financial Literacy
Research shows that fewer than one-third of young adults possess basic knowledge of interest rates, inflation, and risk diversification. Teaching young people about responsible money management is key to building their own financial security and an economically prosperous future not only for themselves but also for the economies in which they participate.

Work Readiness
Widespread mismatches between skills available and those demanded are feeding current youth unemployment rates. Workforce development initiatives build the knowledge, skills, and attitudes that youth need to obtain and participate in productive work.

Our Model:

INJAZ programs transform the lives of youth
1) Increase post-secondary enrolment & graduation rates.
2) Increase savings & income.
3) Provide necessary attitudes and skills to be employable, succeed at work, and to be financially successful.
4) Become entrepreneurs and create jobs.
5) Make better career choices.
INJAZ Bahrain & HSBC celebrate 10 years of partnership

INJAZ Bahrain and HSBC celebrate their ten years partnership in delivering “More than Money” program, an innovative program which provides Bahrain’s youth with the basic financial literacy skills by providing engaging, and academically enriching learning sessions in economic education.

More than 16,900 young students at the intermediate school levels have benefited from the program over the past ten years, with 1608 students in 35 schools benefited during the academic year 2016-2017.

This year the program was delivered by 52 dedicated volunteers who shared their professional know-how and secrets of success with the students to prepare them for success in the real world. The program educates intermediate students about earning, spending, sharing and saving money.

The joint initiative began in 2008 when HSBC Holdings teamed up with INJAZ Bahrain’s mother organization Junior Achievement (JA) Worldwide to sponsor and implement “More than Money” program around the world.

“Our partnership with INJAZ Al Arab & INJAZ Bahrain for the past ten years has been very rewarding. We were able to contribute to the education of young learners as well as give our employee volunteers the opportunity to spend time with the pupils and support the development of their life skills. HSBC focuses its community investment on education with the aim to help young people reach their full potential through access to learning and entrepreneurship.”

Ms. Melika Betley-CEO of HSBC Bank Middle East.
INJAZ Bahrain joined forces with Tamkeen and Citi Foundation to collaborate in delivering Innovation Camp program with the aim to reach and benefit more students annually.

ICAMP is a high school and university program that challenges students to find innovation solutions to real business challenge using creativity, thinking out of the box, and teamwork. Students will experience leadership, critical thinking and presentation skills and learn about business start-ups in a fun way.

INJAZ Bahrain has successfully conducted 14 Innovation Camp workshops in the academic year 2016-2017. The workshop was hosted by our valuable board members and leading partners, Bapco, Mumtalakat, University of Bahrain, BIBF, Arabian Pearl Gulf Private School, AMA International School, Al Isteqlal Secondary girls school, West Riffa Secondary Girls School, and Al Wisam International School. This year marks the first participation of Crown Prince’s International Scholarship Program students in INJAZ Bahrain Innovation Camp, where the outstanding students enjoyed the challenge of a real business experience.

Moreover, 1000 students have participated and benefited from this entrepreneurship program with the assistance of 155 corporate volunteers who helped them expand their horizons and directed the teams towards an entrepreneurial future. 14 Bahraini entrepreneurs shared their valuable knowledge, experience and guidance to the students on how to continue their business and turn it into successful ventures.
OUR PROGRAMS

IT’S MY BUSINESS

Intermediate students learn how to become successful “Entrepreneurs”

It’s My Business program encourages students to use critical thinking to learn entrepreneurial skills that support positive attitudes as they explore and enhance their career aspirations. The program this year was partially sponsored by Seef Properties with the aim to embrace entrepreneurship curriculum for intermediate school students in the public and private schools.

The Entrepreneurship program identify international and local entrepreneurs and their success stories to inspire the young students and to adopt entrepreneurial characteristics.

This year the program successfully reached to 1730 students with the support of 56 volunteers from the corporate sector that shared their professional and personal experience with them.

“I made friendship with young men who will take part in building the future of Bahrain. I have noticed a significant change in the student’s behaviour during my course delivery time. It was a great experience for me and them on the same level. I recommend students to take INJAZ Bahrain programs to improve their skills.”

Dr. Abdulrahman Alsayed- Volunteer
JOB SHADOW

Students experience the world of work

596 students from 10 government secondary schools have so far benefited from INJAZ Bahrain’s “Job Shadow” program sponsored by Tamkeen for the academic year 2016/2017.

The program, which is being conducted in partnership with 7 leading organizations from the industrial, services, and financial sectors, aims to provide students with real-life opportunities to learn about fundamental business concepts, how to identify and demonstrate the work-readiness skills needed to research, get and keep a job.

The program is delivered through in-classroom learning activities and a one-day field visit to specific host companies. During these visits, the volunteers from the host company talk to students about their career experiences and allow them to shadow them and their colleagues in their various roles.

Students are also required to engage with the host company's employees and prepare reports on what they learned from the experience, and asked to develop a personal plan of action on how to achieve their academic and career goals.

The 7 organizations who took part in the program during this year were Tamkeen, Bahrain Petroleum Company (Bapco), Aluminum Bahrain (Alba), Bahrain Telecommunication Company (Batelco), Khaleeji Commercial Bank (KHCB), Citi Bahrain and Beyond Boarders Consulting .

“The facilitator was excellent, very engaging, interesting and participating. Instructor experience made the sessions more beneficial. The program gave me more insight of how to present myself and how to act in an interviewer, what to include in a CV and what career clusters are. Basically it taught the ABC’s of how to haunt for a job and apply. I would advise this program to all students that are graduating, as it will help them to insure that they had a good background of how to land a job.”

Fahad Al Ahmad- Student
I have graduated from high school eight years ago and it really doesn’t feel like it was that long ago. I was fortunate enough to be approached by INJAZ Bahrain as I truly wanted to give back to the school that formed me into who I am today. I now realize how my school prepared me, for not only college, but also the working environment.

May Taqi - Volunteer

IT’S MY FUTURE

An introduction to career mapping

It’s My Future is a secondary program that provides students with practical information about preparing for the working world while still in high school. Through the program students explore careers, discover how to plan for a job and the skills required to keep it. Students as well develop personal branding and discover job hunting tools for earning a job in the future. The program highlights the difference between technical and soft skills, through which the youth recognize the impact that their personal behaviour has on their ability to succeed in a job.

In partnership with Tamkeen, the INJAZ Bahrain program reached 446 students that benefited this year through 18 corporate volunteers that share their careers fields, their employment goals and the know-how of how to achieve them.
CAREER SUCCESS

Preparing the kingdom’s future workforce

The program introduce to the youth the 4C’s: critical thinking, communications, collaboration, and creativity through team building model, where the model describes the behaviour of high performance teams in the work place.

Career Success reached 431 secondary and university students through 22 mentors that equips students with the tools and skills required to earn and keep a job in high growth career industries. Through the Tamkeen sponsored program the young students learn how to develop a personal brand and the job hunting tools such as resumes, cover letters, interviews and digital profiles.

The work readiness program was introduced for the first time in the academic year 2014 – 2015 as part of INJAZ Bahrain focus on developing the youth and filling the gap between the undergraduates and the work places.
PERSONAL FINANCE

Guiding students to plan their future finance

Personal Finance is a secondary program sponsored by Tamkeen that focuses on earning money, spending money wisely through budgeting, saving and investing money, using credit cautiously, and protecting one’s personal finances. The program highlights the importance of the fundamental elements of the student’s personal finances: earnings, saving, investing, budgeting, credit and risk management and how they can set specific goals for their lifelong financial needs and desired quality of life.

570 students commenced to analyse major life events and issues that have financial implications, learned the role of savings and its necessity in all the phases of their lives. With the guidance of 26 corporate volunteers, student groups worked together and created public service announcements (PSAs) to inform each other of risks they could face in their finances and identify ways to protect themselves from potential loss.
Guiding the youth to start their entrepreneurial venture

Through the entrepreneurial program students acquired how to develop their entrepreneurial abilities to education, career and service pursuits. By developing the essential components of a business plan the program challenges students to start an entrepreneurial venture while still in schools.

Be Entrepreneurial is a secondary and university program that encouraged 419 students from 10 public schools, 3 private schools and 1 university this academic year to use critical thinking to learn entrepreneurial skills that support positive attitudes as they explore and enhance their career aspirations. 18 volunteers conducted the interactive program and assisted the future generation of entrepreneurs.

“...It is very captivating to see young students realize that they can start their own businesses at any point of their life. The Be Entrepreneurial program helps them gain the basic knowledge, skills and confidence to prepare them for success in workforce and life. It is also very fulfilling for me to be part of the initiative to help youth to achieve their dreams while adding value to the communities.”

Ece Ceteci - volunteer
Towards creating young entrepreneurs

The signature program of INJAZ Bahrain sponsored by Tamkeen, the Company is dedicated for university and secondary level program that has groups of students working together to operate their own business venture.

Divided into three segments: start-up, operations, and liquidation, the program allows students to take ownership of their success by giving them the resources necessary to run their business. Companies identify and create a product-based business using market research, develop and submit a business plan containing proposed financial statements and marketing strategies; fabricate and sell their product; and close their business over the period of 6 months.

Through the program 443 students from 13 high schools and 3 universities founding 20 young entrepreneur business companies with the mentor of 22 dedicated cooperate volunteers and entrepreneurs. Students’ start their real life entrepreneurship journey enhancing many skills enabling innovation thinking, negotiation methods, leadership, public presentation, team work and financial management. Teams participate at National and regional competition, where the winners students companies from high school and university categories progress to the annual regional competition “INJAZ Al Arab Young Entrepreneurs Competition” where they compete against all winners teams from the participating nations across the Middle East & North Africa.

“This program is a wonderful opportunity for students to understand the practical side of operating a business and gain exposure in the real world, We learnt to work together as a team, we have become much more confident and responsible and our entrepreneurial skills have developed and enhanced.”

Simaran Tiwari – Student
The INJAZ Bahrain 9th Annual National Company Competition took place in April 2016 at the Crown Plaza Hotel. The event witnessed 20 student entrepreneur teams from around the Kingdom compete to obtain the coveted “University Company of the Year” and “School Company of the Year” titles in addition to several other awards, with over 13 high schools and three universities participating in this year’s Company Competition.

The competition is aimed at providing students the opportunity to present their innovative business ideas to the public and the professionals’ corporates as well as expose to the real challenges entrepreneurs face in the market. This enhances their sales techniques, helps them to understand the business environment better and acquires the skills they gained from the program and accept the challenges the future holds.

Her Highness Sheikha Hessa Bint Khalifa Al Khalifa, the Executive Director of INJAZ Bahrain commented “INJAZ Bahrain is grateful for the support of all its partners, volunteers, coordinators and students for their contribution in making the 2016-2017 academic year a resounding success. Our Company Competition reflects the skills, creativity and initiative demonstrated by the participating student teams, and how crucial planning, teamwork, problem-solving and communication are to achieving success as they progress professionally as Bahrain’s future business leaders of Bahrain.”

INJAZ Bahrain issued the second edition of the Company Magazine highlighting all the partners’ thoughts, teams’ efforts and all year accomplishments and innovations.

Kindly find attached the link to the magazine digital issue:

Participating High Schools

- Al-Hidaya Al-Khalifia Secondary Boys School
  Bahrainia
- Isa Town Secondary School For Boys
  The Family Games
- Sheikh A.Aziz Secondary School For Boys
  Greenthumb
- Al-Hidd Secondary Girls School
  Sense it
- Omaima Bint Al Noaman Secondary Girls School
  The Missing Piece
- Abdul Rahman Kanoo International School
  PorTABLE
- Al Iman Private Schools – Boys
  FIND ME
- Al Noor International School
  Woodworks
- Al Noor International School
  Recycling Wonders
- Arabian Pearl Gulf School
  Stackable
- Al Isteqlal Secondary Girls School
  SNF
- Jidhafs Secondary Girls School
  Step
- Ibn Khuldoon National School
  Machla

Participating Universities

- University of Bahrain
  Ghamza
- University of Bahrain
  Yabilha Puzzle
- University of Bahrain
  BSH Online Services
- University of Bahrain
  WOODIESBH
- University of Bahrain
  Sadaf House
- Ahlia University
  Mow3d Online
- Royal University for Women
  Royal Creators

Judges

- Mr. Adnan Al Mahmood
  GPIC
- Ms. Nadera Abuali
  Citi Bank
- Mr. Esam Hammad
  Tamkeen
- Mr. Mahmood Al Mahmood
  Kuwait Finance House
- Mr. Hamed Fakhro
  Entrepreneur
- Ms. Sumaya Adel
  Banagas
- Sh. Bader Al Khalifa
  Batelco
- Ms. Tala Fakhro
  EDB
The INJAZ Bahrain “Young CEO’s Program” is a unique youth development program to prepare the students to be future leaders, where students are immersed in real life learning experiences with the opportunity to the student CEO’s of the company program to network with top executives from diverse backgrounds, industries and countries, gain valuable market knowledge and develop understanding of the roles and responsibilities of top executives represented by the INJAZ Board Members to pave the way for these youngsters to become successful leaders of the future.

INJAZ Bahrain scheduled the “Young CEO’s Program” during the Board Strategic Retreat held at GPIC Club in March 2017, where 19 Young student CEO’s from 12 Schools and 2 Universities who are participating in this year’s Company Program met with nine INJAZ Bahrain’s aspiring board members and had open discussions on how to manage their companies, deal with financial aspects, and manage staff, market challenges and general business opportunities.

INJAZ Bahrain in partnership with Ritz Carlton Bahrain offered an extended learning opportunity to explore the field of hospitality through a full day visit to the outstanding premises where the INJAZ Bahrain students were introduced to the hospitality element, healthy eating and food safety module. The visit aims to provide students with real life prospect to explore profession interest and opportunities to enhance their career aspirations as well as enhance their awareness of the different sectors available and open their eyes to the tourism sector, which is one of the most important segment in the economy of the Kingdom of Bahrain.

50 students aged from 11 to 13 years old from Alkhansa Primary Girls School and Ibn Sina Primary Boys School attended an extended lectures about choosing the right meals, the healthy food components and its benefits on the mental and physical health. Students were taken in a tour to the hotel where the assigned Ritz Carlton Bahrain Community Foot prints team enlightened the different facilities and departments and its functions as well as the significant role each employee execute in the hotel.
Life in the working world through internships

In align with INJAZ Bahrain strategy to guide students to the right employment pathway, internship training was offered to more than 50 students from 7 schools and 2 universities participating in the Company program for the academic year 2016-2017.

The aim of the specific internship training for the students of the Company Program is to enhance the skills required in becoming entrepreneurs and managing their businesses. The students gain expert career guidance from the professional mentors that expose the young teams focusing on 5 key work disciplines within each company; Marketing, Production, Human Resources, Public Relations, and Finance.

Internships are the best approach for students to gain the work experience necessary to find a job after graduation. In fact, interns have higher chances to culminate with a full time job offer after successful completion of the program.

Learning the art of Toastmaster

As part of the many opportunities offered to the Company program students, INJAZ Bahrain scheduled a number of toastmaster training sessions in cooperation with GPIC, Alba and Bapco our valued board members.

More than 100 students from 19 teams who participated in INJAZ Bahrain “Company” program this year have taken part in the training sessions with the aim to improve their communication, leadership and presentation skills in preparation for their participation in the yearly event “National Company Competition” organized by INJAZ Bahrain.

The training sessions focused on improving the student’s communication skills, public speaking and enhancing the students presentation skills, which is an essential skill required to present in front of the judging panel and the mass audience at the competition. Students get assets and scored on public presentation as one of the four set criteria of the competition, each student enterprise presents its business venture, highlighting the high and low of the year, market and sell their company to potential investors in the audience suing business and creative style.
INJAZ BAHRAIN ALUMNI ASSOCIATION FIRST EVENT

INJAZ Bahrain held its first networking get-together for its members on February 2017. The first association event aimed to encourage Alumni’s to contribute their time, talent, and services to the mission of INJAZ Bahrain as well as to communicate the needs and news of the association, and to promote the opportunities for volunteer engagement, professional association and career development, leadership, and fellowship among alumni.

The event included several segments to introduce INJAZ Bahrain Alumni Association activities, Mr. Abdulla Al Ansari a member of the association board gave an inspirational speech sharing his journey with INJAZ Bahrain quoting “Coming from different backgrounds and sharing best practices is what we can benefit from each other’s experiences. This is our vision of the future of this association and we believe that the alumni input is the most important aspect as it will give us a chance to meet our ambitions and desires through our association thanks to the continued support of INJAZ Bahrain.”

Moreover, emphasizing on what the association revealed at the event; Ms. Dana Al Qassimi facilitated a mini brainstorming workshop where all the attendees participated to originate with innovative and creative ideas to develop and improve the mutual benefits between the association and its 1200+ active alumni members.

“In order for us to succeed as a nation, we need to create an environment that is secure and full of opportunities. This will take forces such as yourself to change mind-sets, develop ecosystems that promote entrepreneurship, innovation and a good work ethics.”

INJAZ Bahrain COO,
Ms. Hana Sarwani
“Being an Alumni widened my network and contacts, gave me a great experience in leadership and enhanced my ability to influence, as well as added value and knowledge to my resume.”

My story with INJAZ Bahrain begins in 2011 when I entered university of Bahrain as a fresh university student. I was looking to improve my skills and abilities and INJAZ programs educates and empowers students to transform their future and own their economic success. I joined Ripples of Happiness program that helped me understand the relationship between what we learn in schools and its potential positive impact on our community. Our team won first place locally and 3rd place regionally in the program competition.

After the program I gave back to the organization by being an active member and a dedicated volunteer through educating primary school students about ethics which gave me a good experience and ability to influence children to explore new concepts. Being an Alumni widened my network, gave me a great experience in leadership and enhanced my ability to influence, as well as added value and knowledge to my resume.

Hala Al Murbati
INJAZ Bahrain Alumni
INJAZ BAHRAIN HOSTS INJAZ AL-ARAB 10TH YOUNG ARAB ENTREPRENEURS COMPETITION
We are extremely proud of all the participating students from across the region for their hard work, dedication and creativity in adapting business concepts to real-life applications. Their efforts over the months have taken them a long way and they have demonstrated their capabilities in their presentations. We are especially proud that Bahrain was able to host the annual competition, for the first time, in its remarkable 10th anniversary. The INJAZ Al Arab’s Regional Company Program Competition has set a high bar for next year’s participants, and we are excited to see what the future holds for these prominent INJAZ students.

Shaikha Hessa bint Khalifa Al Khalifa
Executive Director of INJAZ Bahrain
A joint effort between INJAZ Bahrain and Tamkeen to offer students a unique experiential learning in entrepreneurship, work readiness and financial literacy fundamentals through programs offered by the organization that ignite the spark in the youth to explore and realize the opportunities and realities of work and life in the 21st century.

The seven Tamkeen sponsored programs are Company, Personal Finance, Career Success, It’s My Future, Be Entrepreneurial, Job Shadow and ICamp, which is integrated into secondary schools and universities. The sponsorship is for a period of five years to reach more than 18,000 students.

These programs broadens the canvass of possibility for the youth and enriches their ability to both engage in their own economic development as well as contribute to the strengths of their families, communities and economics.
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Renewed collaboration between INJAZ Bahrain and Tamkeen

H.H. Shaikha Hessa bint Khalifa Al Khalifa, Executive Director of INJAZ Bahrain visited Hafsa Um-Almoamineen Primary Girls School in April 2017 to attend the opening ceremony of “INJAZ Bahrain Exhibition “in the presences of Ministry Education official, Ms. Fatima Shaheen, Primary Education Director and school management. The school exhibition was held in celebration of the school conducting and completing the 3 primary level program INJAZ Bahrain offer – Our Families, Our Nation and Ourselves, where students exhibited their projects of hand made products and successful business ideas.

The students that benefited from the programs learnt the fundamentals of work readiness and were introduced to the roles of people play in the local economy as well as the practical information’s about businesses need for employees and financial literacy where they gained knowledge of earnings and saving concepts through storytelling and hands on activities.
As part of INJAZ Bahrain appreciation and gratitude to all its partners, an appreciation lunch was also held to recognize and honour all supporters and volunteers who participated throughout the year 2016/2017. The attendance included the volunteers who supported INJAZ Bahrain in the delivery of its 15 programs, board members, coordinators, and Ministry of Education representatives.

In 2016/2017, INJAZ Bahrain has reached more than 32,000 students, in more than 200 schools and 8 universities, with the support of more than 1,200 volunteers that dedicate their time to mentor the youth and make a difference in their future. INJAZ Bahrain our programs are conducted in 90% of the primary schools, 100% of the intermediate and secondary schools across the Kingdom of Bahrain.

Awards for outstanding volunteers, and board companies were handed out at the end of the event. The honourees who dedicated their precious time included 22 platinum category volunteers – those with more than 100 hours of volunteering over the years and 28 gold category volunteers – those with more than 24 hours of volunteering this academic year and 2 silver category volunteers who were awarded for their extra efforts. GPIC and Alba were recognized with the Volunteer Service award for devoting 427 staff volunteer hours and 283 staff volunteer hours respectively.

The annual supporters also received special recognition, included Hill & Knowlton Strategies, NBB, Seef properties, BBK, Alba, Ahli Bank, Al Baraka Bank, Mohammed Ahmadi Co., Khaleeji Commercial Bank, Prudent Solutions, CrediMax, Bahrain Maintenance and Diving Services, Solidarity, Mohd Jalal Catering and Bahrain Airport Services.
INJAZ Bahrain organized its schools and universities annual Schools’ Appreciation Day, at Bapco club on February 2017 in recognition of the on-going collaboration with the Ministry of Education.

In the presence of H.H Shaikha Hessa Bint Khalifa Al-Khalifa, the Executive Director of INJAZ Bahrain, INJAZ Bahrain board members, Private Schools Directorate and other VIP officials at the Ministry of Education. The event honoured educators, Ministry of Education officials sand valued school coordinators. Team Roshena, the student winners of the National and Regional Company Program competition, from Ibn Khuldoon National School shared their inspiring success story with the audience.

Certificates of appreciation were distributed to all participating school coordinators for their efforts and valuable contributions over the 2015-2016 academic year and to the Ministry of Education for their lasting support in implementing INJAZ Bahrain programs.

Appreciation trophies and cash prizes were also awarded to the Best Schools and University for 2015-2016:

Best Primary School: Al Mustaqbal Primary Girls School
Best Intermediate School: East Riffa Intermediate Girls School
Best Secondary School: Umaima Bint Al Numan Secondary Girls School
Best Private School: Ibn Khulddon National School
Best University: University of Bahrain
INJAZ Bahrain in partnership with Ritz Carlton Bahrain offered an extended learning opportunity to explore the field of hospitality through a full day visit to the outstanding premises where the INJAZ Bahrain students were introduced to the hospitality element, healthy eating and food safety module. 50 students aged from 11 to 13 years old from Alkhansa Primary Girls School and Ibn Sina Primary Boys School attended an extended lectures about choosing the right meals, the healthy food components and its benefits on the mental and physical health. Students were taken in a tour to the hotel where the assigned Ritz Carlton Bahrain Community Foot Prints team enlightened the different facilities and departments and its functions as well as the significant role each employee execute in the hotel.

Such opportunities help students explore the work field through engaging with the private sectors volunteers in their organizations as well as enhance their awareness of the different sectors available and open their eyes to the tourism sector, which is one of the most important segment in the economy of the Kingdom of Bahrain.
INJAZ Bahrain attended the 28th JA Europe Company of the Year Competition that was held in Brussels, Belgium on July 2017. The organization was honored to be the first Arab Member Nation invited by JA Worldwide as part of the global milestone INJAZ Bahrain is aiming for in its growth strategy.

The winners of INJAZ Bahrain National Company Competition for the Year 2016-2017, the organization signature program for both high school category represented by students from Machla team from Ibn Khuldoon National School and for university category represented by Royal Creators team from Royal University of Women.

The teams had the privilege to be chosen by the organization to represent the Kingdom of Bahrain as special guests in Brussels. Through the trip, students were able to gain experience, expand their horizon and engage with other students in preparation for the upcoming competition INJAZ Al Arab Young Entrepreneurs Competition held in November 2017.

“Being invited to the 28th JA Europe Company of the Year Competition gave us an insight about the challenges we will face and inspired us. Watching the teams’ work their way towards achieving their goals drove us to work harder and put extra effort in winning the upcoming regional competition in November 2017.”

Turki Al Qahtani
Machla Team
Board Member

“We aim through our partnership with INJAZ Bahrain to prepare the youth to enter the labor market, and to provide them with the skills and tools that contribute to instill their entrepreneurial spirit, our belief in creating economic culture to the students to be able to identify their future, and contribute to promoting economic development in the Kingdom.”

Dr. Ebrahim Janahi, chief executive of Tamkeen

Educator

“INJAZ Bahrain gives the youth the skills and opportunities that they will need in the future which we couldn’t get when we were at their age”.

May Buzaboon, Al Oroba Primary Girls School

Volunteer

“INJAZ Bahrain gives me the positive energy that I transfer to the students through the hands-on learning activities as well as it give me the opportunity to share my experience with the future generations”.

Muneera Aloraifi, Bapco

Student

“My passion for being a leader made me take INJAZ Bahrain Company program and I believe it is the stepping stone toward my dream. I learnt how to manage my time accurately, to work collaboratively as part of a team and to be more effective and productive. “

Sahar Al Oraibi, AbdulRahman Kanoo International School
## OUR VOLUNTEERS

<table>
<thead>
<tr>
<th>Aali Intermediate Girls School</th>
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<td>Aisha Ali Talib</td>
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<td>Yasser Mohammed Attya</td>
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<td>Abbas Abdulredha</td>
<td>Nada Yousif Alsaygh - <em>Gold Volunteer</em></td>
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<td>Yusuf Ahmed Mirza</td>
<td>Wafa Hamad Al Dossari</td>
<td>Marwa Khairi Emmam Issa</td>
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<td>Murtadha Abdulhussain Al Oraibi - <em>Gold Volunteer</em></td>
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*Gold Volunteer* indicates volunteers who have contributed significantly to the organization's success.
Al Salam Bank
A.Hadi Faisal Hasan
Ahmed Rashdan
Ameena Ameer Al Asfoor
Bader Waheed
Bushra Abdulaziz
Dalal Amin
Elias Murad
Eman Alali
Eman Mohamed Amin
Hanan Karimi
Hasan Alnajjar
Hussain Ebrahim
Hussain Karimi
Manal Ahmed Hammad
Mubarak Abdulrahman Al Solaiti
Nada Albayat
Reem Alrahy
Rowa Naqi
Salma Almata
Sawas Mirza
Sh. Salman Al Khalifa
Suhaila Aikd Pindok
Wala Noor
Yusuf Butarada
Zahra Alaskari

Al Salam Primary Girls School
Fatima Abdulla Alhayki

Al Sehla Primary Girls School
Batooll Alsayed Mohammed - Gold Volunteer

Al Wadi Primary Boys School
Maha Altaai

Al Wisam International School
Afra Musharraf
Dima Alama
Muta Montealto Salen

Al Yarmook Primary Boys School
Jassim Ebrahim Mahdi
Khalid Ahmed Abdul
Nadheer Essa Hassan
Saeed Ali Abdulbaqi

Alayam Newspaper
Fatima Salman Dawood

ALBA
Abdulla Fuad
Abdulla Mohammed

Ahmed Mohammed A. Ghaffar
Ahmed Mohammed Abdulghaffar - Gold Volunteer
Akbarsha Nagoorkan - Gold Volunteer
Ali Abdullhussain Alasfoor
Bruce Roger Wilson
Eshtiyq Alali
Hasan A.hameed Najem Al Yaqobb
Hema Abbas Rahma
Hussain Al Saroo
Jaffer Saleem
Khalid Ebrahim
Layla Abdulla
Layla Hassan Hubail
Mohammed Jassim Alghatam
Nada Jamal Al Wazeer
Nada Naji
Nader A. Karim
Nanda Gopal
Nouf Ahmad
Rehan Contractor
Rui Braga
Salman Almutawa
Samar Zainal
Sara Shukralla
Taheer Al Bader
Vishal Saxena
Zuhair A.Rasool
Zuhair Ali Hassan

Al-Gudaibia Primary Intermediate Boys School
Ahmed Hasan Alomari

Al-Hidd Primary Boys School
Safa Ashoor - Platinum Volunteer

Al-Hidd Intermediate Girls School
Aseel Yousef - Gold Volunteer
khulood Al Amer
Ali Rashid Alameen company
Zahra Abdulhadi Abdulaziz

Al-Muhamarq Primary Girls School
Eman Amer Al Dhaeni

Al-Muharraq Secondary Girls School
Lamee Alala

Alnoor Liber Charity
Duha Albesher

Alsehla primary Intermediate Boys School
Ammar Alshajjar

Al-Zallaq Primary Intermediate Boys School
Mohammed Salah Abdulghaffar

AMA International School
Kubra Rasool
Wafa Aali Maki

Amlek Services Trading
Salem Rajab

Ammar Bin Yasser Primary Boys School
Muna Rashed Alhelow

Amna Bint Wahab Primary Girls School
Budoor Alshabaan
Fatima Alsayed Saeed - Gold Volunteer
Seba Ismail Al-Alaga
Shaikha Abdulla Mujairan
Zaina Mamoon Sbeeh
Zainab Badow

Applied Science University
Amna Hamad Khalifa

Arabian Pearl Gulf Private School
Salma Abdul

Arad Primary Boys School
Amal Muhsin Abdulati
Amira Jaffer Abdullah
Suzan Mohammed Hasan
Zainab Mohammed Ebrahim

Arad Primary Girls School
Fatima Yousef Altamimi
Mariam Alsager

ARIG
Ameera Toorani

Asker Primary Intermediate Boys School
Ahmed Mohammed Abdulmoniem

Asmaa That Alnitaqeen Primary Girls School
Aysa Bashir - Gold Volunteer

Awal Intermediate Boys School
Abduljalil Mansoor

Awan Media
Sanu Varghese

Bahrain Airport Services (BAS)
Mahmood Abdulalizi

ALBA
Abdulla Fuad
Abdulla Mohammed
Fatima Bint AL Khattab Primary Girls School
Shaikha Khalid Alnasser
Yasmeen Subhi

Fatima Bint Asad Primary Girls School
Hafeedha Gulum Al Belooshi

Finnmarkcoms
Zahraa Taher

Gallup Middle East
Mohammed Ebrahim

General Electric
Qasim Almansoor

Global Cargo
Huda Janahi - Platinum Volunteer

Go Gorgeous
Fatima Nasaar

GPIC
Abdulla Anwar
Abdulla Hassan
Abdulla Mohammed Ateeq
Ahmed Yusuf Ahmed Abdulsalam
Amer Al Amer
Amina Adel Al-Qaed
Anwar Hejres - Platinum Volunteer
Ayda Mohamed Ali Abdulla
Ebrahim Nooruddin - Gold Volunteer
Elham Abdulla Janahi
Eman Abdulaziz AlJar
Essra Bucheeri
Faisal Alali
Fatema Nader Nedham
Fatima Al Mosally
Fatima Sharif Moosa Alsayed - Platinum Volunteer
Haya Jasim Mohamed
Husain Abdali Ebrahim
Hussain Abdali
Khalid Jamshier
Lulwa Almuaili - Platinum Volunteer
Mahmood Adel Hassan
Mohamed Sameer Al-Masqati - Silver Volunteer
Mohammed Abddeen - Gold Volunteer
Mohammed Ali Al Malky
Mohammed Faqhi
Musa Aqeel Altairie
Nahla Isa A.Rahman
Noor Abduljalil Alsayed
Qoot Abdulla Salem - Platinum Volunteer

Reem Albastiki
Reem Alotaibi
Rucaya Ishq
Sara Ebrahim Abdulghaffar
Sara Salehi
Waseem Ali
Yasser Al Noaimi - Gold Volunteer
Yasser Mohammed
Yousif Ahmed Khams
Yousif Seyadi - Platinum Volunteer

Gulf Air
Badria Almusalimani - Gold Volunteer
Fatima Ebrahim Alakram - Platinum Volunteer
Fatima Mohammed Abuzaid
Sana Ali Ebrahim - Platinum Volunteer
Yusuf Al Tammar

Gulf International Bank
Fatima Fardan - Platinum Volunteer

Hafsia Um-Almoaimeen Primary Girls School
Khawla Albinali - Gold Volunteer

Hajer Primary Girls School
Entedhal Jawad Alshowaikh
Fathiya Ali Alhalwachi
Muna Ali Alasfoor
Um Albaneen Yousif
Waseem Ali Mansour Almadhob

Hamad Town Intermediate Boys School
Hasan Ebrahim Dhaif

Hamad Town Primary Boys School
Fatima Rashed Abdulla
Lulwa Abdulrahman Alsubaie
Turfa Abdulrahman

Hamad Town Primary Girls School
Asma Khalid
Aysha Alkaabi
Eman Bassam

Hassan Bin Thabet Primary Boys School
Ahlam Mohamed Almuhaiza
Ameena Makki Abdulla
Fatima Araf Alhassan
Fatima Ismail Al Thawadi
Jameela Tarish Hamad
Maha Taha Altarawna
Samia Khalil Ebrahim
Zubaida Abdulla Ahmed

Hitteen Primary Boys School
Mariam Salman Muhsin

Ibn Sina Primary Boys School
Khalid Ali Khalf
Shadi Ghazi Aljazi

Ibn Tufail Primary Boys School
Fatima Ali Mirza - Platinum Volunteer
Rana Al Zayani - Platinum Volunteer

INJAZ Bahrain
Aisha Abdulrahman Zaid
Fatima A. Rahman Aljassim - Platinum Volunteer
Fawzia Ahmed Mohammed
Hanan Alshaikh - Gold Volunteer
Lulwa Khalid Al Bouqash - Platinum Volunteer
Mariam Abdulla Alshinoo
Mariam Falamarzi - Gold Volunteer
Manwa Adel
Shahad Ismaeel Mohammed

Invita
Mariam Ahmed Amini

Isa Town Primary Boys School
Mariam Abdulla Bualai
Shareefa Khalid Abdulaziz

Ithmaar Bank
Abdulrahman Rashed
Ammar Mohammed
Asma Abdulhameed Abdulla
Asma Hassan Alarayyedh
Eman Alawadhi
Eman Mahmood Abdulla
Enas Mohammed Rahimi - Platinum Volunteer
Fadheela Khamis
Faisal Sater
Mohamed Abdulla Alawahdi
Mohamed Albader
Sara Ebrahim Bucheeri
Sayed Ali Shubber
Yousif Alqassim

Jaber Bin Hayyan Primary Boys School
Alsayed Adel Shbr
Alsayed Mustafa Ali
Ammar Isa Aldirazi
Tariq Mahdi Jassim Alhusaini

Jaw Primary Intermediate Girls School
Naval Eid Al Kubaisi
Jidhafs Primary Boys School
Fathiya Abd Ali Habeeb
Hanan Abd Ali Salman
Hashmeya Alsayed Ali
Khadeejia Ali Mohamed
Manal Saeed Alasfoor
Nada Abduljabar Hassan
Nadia Ebrahim Alhaddad
Wafeeqa Jaffar Mohamed
Zainab Abbas Ahmed

Karana Primary Girls School
Safa Abbas Fadhel - Gold Volunteer

KFH
Ali Hassan Salman Traif
Amaal Mohammed
Aysha Mohammed Naqi
Mohammed Eyad Matter
Sara Abduljabbar Alabbasi - Gold Volunteer
Waleed Khalaf

Karana Primary Girls School
Safa Abbas Fadhel - Gold Volunteer

Khalid Bin Al Waleed Primary Boys School
Noora Saleh Ebrahim

KHCB
Ahmed Seyadi - Gold Volunteer
Amal A. Ali
Aysha Khalil Al Heddi
Dana Yusuf Alalawi
Fatima Johar
Hussein Al Zain - Gold Volunteer
Jalal Shaaban Jahrami
Jamal Mohamed Alkhalfat
Kawthar Radhi Al Asfoor
Noor Al Ghanami

Kingdom University
Khadeejia Adel Hasan
Mariam Maher Alzyayed
Tasneem Abdulhussan

Leaders Institute for Training and Development
Zainab Al Shehabi

Leadership Excel
Tosin Arowojolu

Malakia Charitable
Hanan Mohamed Fardan

Maribm Bint Omran Primary Girls School
Ameeera Ali Abdulrahman
Asma Ali Rashid Aldosari

MIEVENTO creative hub
Shahd Al Zaki - Gold Volunteer

Ministry of Transportation and Communication
Aysha Almamni

Mobile Spa
Deena Al Ansari

Ministry Of Education
Ali Salah Al Atwi
Mesfer Almuhanadi
Zahid Humaidan

MSCEB
Ahmed Mohammed Hussain - Platinum Volunteer

NBB
Mohammed Jassim Al Haiki

Non Corporate
Afareh Alshaihk
Ahmed Abdulla
Ahmed Abdulla Ali
Ahmed Al Rowaiei
Aisha Alsanad
Alaa Yousif
Alix Ali Yousif
Amal Mosa
Amina Yousif
Amira Mohammed Sharif
Anhar Mohammed Saleh
Asma Al Qalaf
Aysha Al Sulaiti
Bushra Khalil Alasfoor
Dana Albi Mohamed
Donna Salman Alshaikh
Duha Albesher
Ece Ceteci - Gold Volunteer
Eman Hassan Abdulla
Eni Zoricic
Fadeela Abdulla Ali - Gold Volunteer
Fadheela Abbas Hasan
Fareeda Hassan
Fatima Abbas
Fatima Abdunabi Almuhairaggi
Fatima Abdulrahman Aldossari
Fatima Aljar

Fatima Arif Ali
Fatima Mohamed Kadhem
Fatima Rashed
Fatima Sadiq Ebrahim
Fatima Shaban
Fatima Zayed
Fazila Qamber
Fetooh Almannaie
Ghufran Adel Alyusuf
Haneen Mohammed Hussain
Hajer Ebrahim A. Rahim
Hawra Yusuf
Hessa Salam Shehab
Hind Abdulbaqi Alsdooqi
Huda Abduljalal
Husnia Karimi
Khadija Hameed
Khadija Kerkar
Latifa Abualfath
Latifa Ahmed Aljowder
Latifa Saleh Abdulla
Madeeua Al Hulaibi
Manal Jassim Ebrahim
Mariam Ahmed Aljunaied
Mariam Buceery
Mariam Jaffer Yousif
Manwa Rahimi
Maryam Bin Ali
Menwa Abdulla Alabed
Mohammed Khattab
Mohammed Saad
Nabeela Al Qaseer - Gold Volunteer
Nadia Muijers
Najat Ali Shuwaiter
Nasreen Jaffer Alnoor
Nayla Mohamed Alorfi
Noor Ahmed Alawadhi
Noor Saleh Isa
Noora Al Ghurair
Nusaiba Mukhtar Aliaali
Rabab Jaffer Badow
Rasha Abduljabar
Roqaya Yusif Mohammed
Saba Muheeb Alhurabii
Safeya Alalai
Salwa Alnman Mohammed
Sana Taha Saleh
Sara Alhermi
Sara Mohammed Bu Khalaf
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<td>Nusaiba Primary Girls School</td>
<td>Ameena Isa Ramadan</td>
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<td></td>
<td>Huda Sayed Musa</td>
</tr>
<tr>
<td>Qurtoba Intermediate Girls School</td>
<td>Latifa Mohammed Alkutami</td>
</tr>
<tr>
<td></td>
<td>Khairia Mohammed Ali</td>
</tr>
<tr>
<td>Sar Primary Girls School</td>
<td>Eman Rashed Yousif</td>
</tr>
<tr>
<td></td>
<td>Reem Saad</td>
</tr>
<tr>
<td></td>
<td>Sanaa Primary Boys School</td>
</tr>
</tbody>
</table>
Report of The Board of Directors and Financial Statements

30 June 2017
# Statement of Financial Position

**as at 30 June 2017**

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Non-current assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Computers, furnitures and fixtures</td>
<td>672</td>
<td>1,276</td>
</tr>
<tr>
<td><strong>Current assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accrued profit income</td>
<td>3,117</td>
<td>14,310</td>
</tr>
<tr>
<td>Bank balances and term deposits</td>
<td>1,244,257</td>
<td>1,176,598</td>
</tr>
<tr>
<td></td>
<td>1,247,374</td>
<td>1,190,908</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>1,248,046</td>
<td>1,192,184</td>
</tr>
<tr>
<td><strong>LIABILITIES AND NET ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Current liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Social insurance payable</td>
<td>3,950</td>
<td>1,267</td>
</tr>
<tr>
<td>Accrued expenses</td>
<td>250</td>
<td>175</td>
</tr>
<tr>
<td>Advance membership fees</td>
<td>-</td>
<td>7,540</td>
</tr>
<tr>
<td>Other payables</td>
<td>500</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>4,700</td>
<td>8,982</td>
</tr>
<tr>
<td><strong>Net assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accumulated surplus</td>
<td>1,243,346</td>
<td>1,183,202</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES AND NET ASSETS</strong></td>
<td>1,248,046</td>
<td>1,192,184</td>
</tr>
</tbody>
</table>

Dr. Abdulrahman Jawahery  
Chairman  

H.H. Shaikha Hessa Bint Khalifa Al Khalifa  
Executive Director
## Statements of Activities and Changes in net Assets

For the year ended 30 June 2017

### STATEMENT OF ACTIVITIES

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>BD</td>
<td>BD</td>
</tr>
<tr>
<td><strong>REVENUE</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Donations</td>
<td>171,124</td>
<td>123,281</td>
</tr>
<tr>
<td>Membership fees</td>
<td>98,020</td>
<td>98,020</td>
</tr>
<tr>
<td>Sponsorship fees</td>
<td>126,405</td>
<td>98,500</td>
</tr>
<tr>
<td>Profit income</td>
<td>15,372</td>
<td>17,281</td>
</tr>
<tr>
<td><strong>TOTAL REVENUE</strong></td>
<td>410,921</td>
<td>337,082</td>
</tr>
<tr>
<td><strong>EXPENDITURE</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative expenses</td>
<td>196,478</td>
<td>164,508</td>
</tr>
<tr>
<td>Program expenses</td>
<td>153,695</td>
<td>96,341</td>
</tr>
<tr>
<td>Depreciation</td>
<td>604</td>
<td>4,759</td>
</tr>
<tr>
<td><strong>TOTAL EXPENDITURE</strong></td>
<td>350,777</td>
<td>265,608</td>
</tr>
<tr>
<td><strong>NET SURPLUS FOR THE YEAR</strong></td>
<td>60,144</td>
<td>71,474</td>
</tr>
</tbody>
</table>

### STATEMENT OF CHANGES IN NET ASSETS

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>At the beginning of the year</td>
<td>1,183,202</td>
<td>1,111,728</td>
</tr>
<tr>
<td>Net surplus for the year</td>
<td>60,144</td>
<td>71,474</td>
</tr>
<tr>
<td><strong>At the end of the year</strong></td>
<td>1,243,346</td>
<td>1,183,202</td>
</tr>
</tbody>
</table>

Dr. Abdulrahman Jawahery  
Chairman

H.H. Shaikha Hessa Bint Khalifa Al Khalifa  
Executive Director
Statement of Cash Flows
For the year ended 30 June 2017

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>BD</td>
<td>BD</td>
</tr>
<tr>
<td><strong>OPERATING ACTIVITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net surplus for the year</td>
<td>60,144</td>
<td>71,474</td>
</tr>
<tr>
<td>Adjustments for:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Profit income</td>
<td>(15,372)</td>
<td>(17,281)</td>
</tr>
<tr>
<td>Depreciation</td>
<td>604</td>
<td>4,759</td>
</tr>
<tr>
<td><strong>Operating surplus before working capital changes</strong></td>
<td>45,376</td>
<td>58,952</td>
</tr>
<tr>
<td>Working capital changes:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Staff advance</td>
<td>-</td>
<td>400</td>
</tr>
<tr>
<td>Social insurance payable</td>
<td>2,683</td>
<td>336</td>
</tr>
<tr>
<td>Accrued expenses</td>
<td>75</td>
<td>(125)</td>
</tr>
<tr>
<td>Advance membership fees</td>
<td>(7,540)</td>
<td>(15,080)</td>
</tr>
<tr>
<td>Other payables</td>
<td>500</td>
<td>(68)</td>
</tr>
<tr>
<td><strong>Net cash from operating activities</strong></td>
<td>41,094</td>
<td>44,415</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>INVESTING ACTIVITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Purchase of computers, furnitures and fixtures</td>
<td>-</td>
<td>(1,109)</td>
</tr>
<tr>
<td>Profit received</td>
<td>26,565</td>
<td>16,942</td>
</tr>
<tr>
<td>Net movement in term deposits</td>
<td>(26,565)</td>
<td>(316,942)</td>
</tr>
<tr>
<td><strong>Net cash used in investing activities</strong></td>
<td>-</td>
<td>(301,109)</td>
</tr>
<tr>
<td><strong>INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS</strong></td>
<td>41,094</td>
<td>(256,694)</td>
</tr>
<tr>
<td>Cash and cash equivalents at 1 July</td>
<td>252,025</td>
<td>508,719</td>
</tr>
<tr>
<td><strong>CASH AND CASH EQUIVALENTS AT 30 JUNE</strong></td>
<td>293,119</td>
<td>252,025</td>
</tr>
<tr>
<td></td>
<td>293,119</td>
<td>252,025</td>
</tr>
</tbody>
</table>
OUR BOARD

Dr. Abdulrahman Jawahery
GPIC
Président

Mr. Abdulhakeem Al Khayyat
Kuwait Finance House
Chief Executive Officer

Mr. Ahmed A. Rahim
Ithmaar Bank
Chief Executive Officer

Mr. Ali Al Baqali
Alba
Chief Financial Officer

Dr. Ebrahim Janahi
Tamkeen
Chief Executive Officer

Mr. Ehab Lori
Fourtune Promoseven
General Manager

Mr. Essa Al Dowder
EY
Office Managing Partner

Mr. Garfield Jones
Gulf Hotels Group
Chief Executive Officer

Mr. Khalil Al Meer
Khaleeji Commercial Bank
Chief Executive Officer

Mr. Khalid Sabbagh
Bapco General Manager
HR & Administration

Mr. Maher Almusallam
Gulf Air
Chief Executive Officer

Ms. Melika Betley
HSBC
Chief Executive Officer

Mrs. Mona Alhashimi
Batelco
Chief Executive Officer

Mr. Qayes Zu’bi
Zu’bi & Partners
Attorneys & Legal Consultants
Senior Partner

Mr. Reyadh Sater
Bank of Bahrain & Kuwait
Chief Executive Officer

Shaikha Hessa Bint Khalifa Al Khalifa
Al Salam Bank
Chairwoman

Dr. Shaikh Mohamed
Bin Khalifa Al Khalifa
Bahrain National Gas Company (B.S.C)
Chief Executive

Mr. Usman Ahmed
Citi Bahrain
Chief Executive Officer
OUR TEAM

H.H. Shaikha Hessa bint Khalifa Al Khalifa
Chief Operating Officer

Aisha Zaid
Operation Officer

Eman Janahi
HR & Admin Executive

Fatima Abdulrahman
Programs Manager

Fawzia Ahmed
Operations Admin Assistant

Hanan Al Shaikh
Operation Officer

Lulwa Albuqaishi
Operation Officer

Mariam Alshinoo
Operation Officer

Marwa Adel
Office Coordinator

Shahd Ismaeel
Operation Officer