Five Years
A Journey of Inspiration

Annual Report 2009 // 2010
Five Years
A Journey of Inspiration
inJAz Bahrain

inJAz Bahrain Mission:
To inspire and prepare young Bahrainis to succeed in a global economy

inJAz Bahrain Vision:
All young people will have the opportunity to experience how business works, value the role of free enterprise in providing employment and creating prosperity, and be inspired to improve their own prospects supported by leading companies, volunteers and educators.

inJAz Bahrain Values:
- Belief in the boundless potential of young people.
- Commitment to the principles of market-based economics and entrepreneurship.
- Passion for what we do and honesty, integrity, and excellence in how we do it.
- Respect for the talents, creativity, perspectives, and backgrounds of all individuals.
- Belief in the power of partnership and collaboration.
- Conviction in the educational and motivational impact of relevant, hands-on learning.

Board Members

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Company</th>
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<tbody>
<tr>
<td>Mr. Abdul Rahman Jawahery</td>
<td>President</td>
<td>GPIC</td>
</tr>
<tr>
<td>Mr. Ahmed Saleh Al Noaimi</td>
<td>Managing Director</td>
<td>Ibtikar</td>
</tr>
<tr>
<td>Mr. Nabeel Al Tattan</td>
<td>Executive Vice President, Head of MENA</td>
<td>Al Salam Bank</td>
</tr>
<tr>
<td>Mr. Abdul Hakeem Al Khayat</td>
<td>General Manager</td>
<td>Kuwait Finance House</td>
</tr>
<tr>
<td>Mr. Faisal Al-Mahroos</td>
<td>Chief Executive</td>
<td>Bapco</td>
</tr>
<tr>
<td>Mr. Peter Kaliaropoulos</td>
<td>Group Chief Executive Officer</td>
<td>Batelco</td>
</tr>
<tr>
<td>Dr. Fareed Al-Mulla</td>
<td>Chief Operating Officer</td>
<td>Oasis Capital Bank</td>
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<tr>
<td>Mr. Ahmed A.Rahim</td>
<td>Chief Operating Officer</td>
<td>Ithmaar Bank</td>
</tr>
<tr>
<td>Mr. Mayank Malik</td>
<td>Chief Operating Officer</td>
<td>Citibank</td>
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<tr>
<td>Mr. Patrick J Gallagher</td>
<td>Chief Operating Officer</td>
<td>HSBC</td>
</tr>
<tr>
<td>Mr. Abdulkarim Bucheery</td>
<td>Chief Operating Officer</td>
<td>Bank of Bahrain &amp; Kuwait</td>
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<tr>
<td>Mr. Ehab Lori</td>
<td>Managing Director</td>
<td>Fortune Promoseven</td>
</tr>
<tr>
<td>Mr. Qayes Zu’bi</td>
<td>Managing Partner</td>
<td>Qays H. Zu’bi Attorneys &amp; Legal Consultant</td>
</tr>
<tr>
<td>Mr. Abdulullah Al-Qassimi</td>
<td>Chief Executive</td>
<td>Tamkeen</td>
</tr>
<tr>
<td>Mr. Yasser Al Sharifi</td>
<td>Head of Corporate Finance</td>
<td>Al Rajhi Group</td>
</tr>
<tr>
<td>Mr. Austin Rudman</td>
<td>Partner</td>
<td>Ernst &amp; Young</td>
</tr>
<tr>
<td>Mr. Mohammed Mahmood</td>
<td>Chief Operating Officer</td>
<td>Alba</td>
</tr>
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Drawing Inspiration From The Past

The Executive Director remembers
It’s inJAz Bahrain’s 5th anniversary and a time for memories, nostalgia and partners - past and present. It’s been a period of time when we have seen our fledgling concept grow into a respected organization - one that we believe is really making a difference in young people’s lives and inspiring them to “succeed in a global economy.”

Our achievements can be briefly summed up as follows: Since inception, inJAz Bahrain has grown on every front - 18,047 students have been reached to date, 710 volunteers have participated, 52 schools accessed, 13 Junior Achievement programmes implemented, and 17 board members and strategic partners have contributed to this huge success.

All this is thanks to our supporters
First and foremost we thank our leaders His Majesty King Hamad Bin Isa Al Khalifa, His Royal Highness Prince Khalifa Bin Salman Al-Khalifa, Prime Minister and His Royal Highness Prince Salman Bin Hamad Al Khalifa, Crown Prince and Deputy Supreme Commander for recognising and appreciating our contribution to the economy.

Our inspiring Volunteers - the backbone of inJAz Bahrain’s success! For the last 5 consecutive years, many of them have participated five times or delivered 5 programmes.

Our encouraging Board of Directors, who have spared no effort in extending support in the form of financial aid, volunteers, development and training opportunities, professional services and programme sponsorship.

To our main sponsors, we say thanks for being our guiding lights. Alba - sponsor of Business Ethics; Tamkeen sponsor of Business Ethics and Careers with a Purpose; Mumtalakat - sponsor of the Company Programme, GPIC - sponsor of the Company Programme competition, Citibank - sponsor of Banks in Action and HSBC sponsor of More than Money.

No educational or training programme can move forward without the Ministry of Education, and inJAz Bahrain places on record the part the Ministry has played in helping us reach out to all secondary schools within a record time. We are really grateful to them and hope that with their cooperation we will cover all other school levels in all the 5 governorates at the same pace.

The media too has played a major part in getting our messages across and creating awareness for our brand and mission.

Looking ahead inJAz Bahrain can declare that as long as support continues, the inspiration aspect of our mandate will remain our drive and hopefully will thrive and reach ever more young Bahrainis year after year.

Thank you for being part of the 5th anniversary of inJAz Bahrain’s inspiration.

Hessa Bint Khalifa Al-Khalifa
Executive Director
Our First Year…
Our First Steps

December 2004 - Introducing Junior Achievement to the Ministry of Education; January 2005 inJAz Bahrain started up at the Bahrain Business Incubator Centre. It’s a year of milestones - Entrepreneurship Master class programme was implemented for 300 students in January. The Board of Directors was formed in May, inJAz Bahrain Management staff attended the Annual Global Leadership Conference of JA Worldwide in Toronto, Canada. By September inJAz Bahrain entered the second semester with 7 schools, and by February 2006 inJAz Bahrain programmes were introduced to the intermediate level. In May ’06 inJAz Bahrain participated in the World Economic Forum Middle East at Sharm El-Sheikh, Egypt and before the close of the year the Young Arab Leaders came on board to offer training programmes and volunteers!

Fragments of memories - from that first inspiring year
“I remember the joy with which I set out our first annual report, back in 2006.”
Executive Director

“Work at inJAz Bahrain is so challenging and rewarding.”
Badria Naqi - Deputy Executive Director

“I felt honoured to be the Chairman of such an incredible, inspirational organization.”
Dr. Fareed Al-Mulla, CEO Oasis Capital, 1st Chairman - Founding Board

“I was proud to be part of the Founding Board - the importance and necessity of our work was apparent when I visited the students.”
Faisal Janahi, CEO Esterad, 1st Vice-Chairman, Founding Board

“… It was an amazing experience and helped me develop extra skills…”
Hala Mufeez, First Year Volunteer, (Bahrain Islamic Bank)

“…I was surprised to learn that success has many meanings…”
Zuhair Al Ghatam, First Year Volunteer (Bapco)

“It was one of the most exciting experiences in my life.”
Kamal Al Shehabi, First Year Volunteer

“The impact of inJAz Bahrain (programmes) is obvious… overwhelming interest and eagerness shown by the students…”
Mona Jassim Al Ghattam, Headmistress Khawla Secondary Girls’ School

“My experience… has been unique and enriching… a real achievement in the educational arena.”
Eman Khalifa Al Zayani, Ministry of Education

“…I had fun and enjoyed every moment with inJAz Bahrain.”
Jenan Hassan Mohammed, Student of First Year Group

“… the experience was educational and practical.”
Fatima Ahmed Al-Saati, Student of First Year Group
Over 2,225 students from government and private schools were reached, new programmes were implemented and international accreditation granted to students who completed the Company Programme, inJAz Bahrain strengthened its partnerships with more organizations and the Ministry of Education. New initiatives were put in place and have become integral to our programmes. Banks in Action was the first initiative that engaged inJAz Bahrain in programme partnership with Citi Foundation followed by another unique venture - and that was to become a centre for the Cambridge Young Enterprise International Examination. It was in this year too for the first time sixteen students attended the Sophia Antipolis Science Park in France and a Reception for His Royal Highness Prince Salman Bin Hamad Al Khalifa, Crown Prince and Deputy Supreme Commander, was held during the visit of David Chernow President & CEO of JA Worldwide and Jack Kosakowski Executive VP & COO.

Citibank proceeds apace with Banks in Action
With the introduction of the new JA Banks in Action programme in 2007, inJAz Bahrain earned a feather in its cap, as it became the first in the Middle East to meet the criteria set by JA Worldwide and Citi Foundation and it was also the first to be nominated to implement the Banks in Action financial literacy programme.

Another big infusion of USD40,000 in 2008 from Citi Foundation has allowed the stimulating Banks in Action programme to carry on.

How the programme works: Students learn the principles of banking. The programme includes a computer simulation in which participants form banking teams and operate their banks for a calendar quarter. The team that develops the best strategy for its bank and makes the best profit earns the title “Bank of Choice”.

Extended Learning Opportunities for students

Young Enterprise Cambridge Exam
This exam, which earns Bahraini students an international accreditation from a university as prestigious as Cambridge, has continued successfully every year. In the academic year of 2006/2007, 125 students from four secondary schools participated - these were: Riffa Secondary Girls School, Sitra Secondary Girls School, Al Noaim Secondary Boys’ School and Sh. Khalifa Institute for Technology. Out of all students participated, 82 achieved a success rate of 65.6% that put Bahrain above the international average.

About the exam
The YE “Company” exam has been incorporated into the year-long “Company” programme. It is one of inJAz Bahrain's many extended learning initiatives that introduce youth to the world of Business. The exam was designed to assess the understanding of the practical skills that were developed by students who participated in the “Company” programme through analyzing case studies of the Student Companies created within this programme. It serves as an indicator to measure what the students have gained from this experience.
Sophia Antipolis Science Park Mentorship Programme

inJAz Bahrain and Kuwait Finance House (KFH) partnered to send 16 students on a mentorship programme for two weeks to the Sophia Antipolis Science Park. KFH continues to sponsor this year after year as part of their contribution and commitment to the Young Arab Leaders (YAL) an organization to which both inJAz Bahrain and KFH belong. Students are nominated only after fulfilling several stringent criteria including success in the Cambridge Exam, exemplary conduct and behaviour and distinctive academic performance.

Reception for His Royal Highness Prince Salman Bin Hamad Al Khalifa, Crown Prince and Deputy Supreme Commander to meet Junior Achievement Worldwide (JA) representatives

During the visit of David Chernow President & CEO of JA Worldwide and Jack Kosakowski Executive VP & COO, a reception was held for His Royal Highness Prince Salman Bin Hamad Al Khalifa, Crown Prince and Deputy Supreme Commander. At the reception the Crown Prince expressed his appreciation to the Ministry of Education and the private sector for their support to inJAz Bahrain. He also recognised the guidance and inspiration that inJAz Bahrain programmes provide.
inJaz Bahrain reached 2,422 students! Introduced the “Company Competition; had 94 students attend the Cambridge Young Enterprise International Examination. And in June 2008 inJaz Bahrain participated in a UNESCO Conference.

At the corporate level, inJaz Bahrain initiated a strategic planning process which laid the foundation for a 3 year business cycle spanning July 2007 until July 2011, formed a new Board, elected a new Chairman, Mr. Ahmed Saleh Al Noaimi, CEO of Alba then and formalised and adopted a new mission: “To inspire and prepare young Bahrainis to succeed in a global economy”.

Inspiration strengthened

Company Competition
March 2008 marked the debut of the inJaz Bahrain Company Competition. Four student companies from four schools participated - West Riffa Secondary School for Girls, Sitra School for Girls, Sheikh Khalifa Bin Salman Technical Institute and Al Noaim Boys’ Secondary School. During the competition, the companies, consisting of 120 students in all, were judged on traditional business metrics such as profitability as well as economic impact and sustainability. The winner was Al Noaim Boys’ Secondary School, who walked away with the prize and attended the regional competition in Muscat, Oman.

UNESCO Conference
Twenty students from a selection of secondary schools and volunteers from five private sector organisations attended this conference in June 2008 at the Crowne Plaza Hotel. With a theme of “Youth @ the crossroads” the conference aimed at identifying and showcasing community-based projects and initiatives that constructively engaged Bahraini youth and fostered an environment that provides positive options thereby dissuading them from engaging in violent or radical behaviour.
Our Fourth Year // 2008 - 2009
Encouraged To Move Ever Forward
Thanks To Our Partners

This was the year in which inJAz Bahrain celebrated its partners. inJAz Bahrain received long-term financial support from Alba and Tamkeen for a new programme - Business Ethics. The Company Programme continued to get support from Mumtalakat and GPIC as did the annual participation at the Sophia Antipolis Science Park in France, thanks to KFH. And the organization was able to establish a presence at the University of Bahrain.

inJAz Bahrain acknowledges the great role played by its partners who have been with the organization every step of the way. In addition it welcomed new partners and introduced new initiatives.

Business Ethics Programme launched in partnership with Alba, Tamkeen and Ernst & Young

This new programme was delivered to 780 students from 24 secondary schools, the University of Bahrain and four Technical Schools. This was achieved with the help of 26 volunteers from as many private and public sector institutions. The 12-week schedule included 30 hours of classroom work. Funding of BD162,000 was provided by Alba and BD126,000 from Tamkeen. Ernst & Young also extended its support towards this programme by analysing and evaluating the findings.

The Business Ethics programme is designed to foster ethical decision-making in students as they prepare to enter the workforce while learning to recognize, analyze, and apply basic terminology, theories, and concepts common to the study of ethics. They also explore their own ethical values and philosophy, establish ethical priorities, recognize key ethical issues, and learn to evaluate their decision-making process.

Mumtalakat, GPIC and Milad – the team that kept the entrepreneurial spirit burning through the Company Programme

Mumtalakat’s generous funds of a 3-year grant of BD57,000 along with GPIC’s spectacular club facility and Milad’s support gave this strong programme a real boost. The programme teaches students how to develop business plans, set up businesses, sell stock, maintain administrative duties, sell products and finally liquidate their companies.

KFH re-dedicates itself to sending students to Sophia Antipolis Science Park

Also in 2008/2009, for the first time, University of Bahrain students joined the ranks of those who attended this highly successful programme. As always the students selected had to maintain high standards in order to be among the chosen few. As per our inJAz Bahrain mandate, the students learnt basic management skills and the ability to respond to the increasingly complex global economy.
Today, inJAz Bahrain has reached 33 secondary and private schools, 15 intermediate schools and the University of Bahrain.

New Chairman appointed
inJAz Bahrain elected Abdul Rahman Jawahery, the President of Gulf Petrochemical Industries Company (GPIC) as its new Chairman for the next term.

Mr. Jawahery took over from Mr. Ahmed Saleh Al Noaimi, who had served as chairman of inJAz Bahrain for the last two years. Tamkeen’s CEO, Abdellah Al Qassimi was elected as the Vice Chairman.

On his appointment as a Chairman for inJAz Bahrain, Mr. Jawahery said, “I am honoured to be assuming the position of chairman of this dynamic, growing organisation. As inJAz Bahrain continues to work tirelessly to inspire and prepare young Bahrainis to succeed in today’s constantly evolving global economy, I am proud to be able to contribute to this phenomenal concept.”

inJAz Bahrain carried it to new heights with new programmes
In 2009-2010 inJAz Bahrain continued to touch the lives of young people with another 3 new programmes: More than Money, Job Shadow & Career with a Purpose and this past year the organization’s programmes were extended to 10 intermediate boys’ and girls’ schools reaching out to 300 students.

Spring Semester 2009/2010

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<th>No. of Students</th>
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<td>More than Money</td>
<td>268</td>
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<tr>
<td>Careers with a Purpose</td>
<td>576</td>
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<tr>
<td>Banks in Action</td>
<td>372</td>
</tr>
<tr>
<td>Company</td>
<td>297</td>
</tr>
<tr>
<td>Job Shadow</td>
<td>256</td>
</tr>
<tr>
<td>Success Skills</td>
<td>499</td>
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<tr>
<td>Business Ethics</td>
<td>447</td>
</tr>
<tr>
<td>Total</td>
<td>2715</td>
</tr>
<tr>
<td>No. of Secondary Schools</td>
<td>32</td>
</tr>
<tr>
<td>No. of Intermediate Schools</td>
<td>10</td>
</tr>
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<td>Total</td>
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inJAz Bahrain enters intermediate schools with a financial literacy programme
inJAz Bahrain has consciously and timely selected the More than Money programme to instill the significance of earning, spending, sharing and saving money to the future generation, in addition to the businesses they can initiate or jobs they can undertake to earn money, particularly in light of the recent economic downturn. The programme has been created to provide the students with a better understanding of the relationship between what they learn at school and their successful participation in a worldwide economy through a variety of hands-on activities and technological supplements designed to support differentiated learning styles. The programme will further encourage them to use innovative thinking while developing money-management skills that support positive attitudes as they explore and enhance their career aspirations.

Fall Semester 2009/2010

<table>
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<th>Programmes</th>
<th>No. of Students</th>
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<tr>
<td>More than Money</td>
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<tr>
<td>Careers with a Purpose</td>
<td>590</td>
</tr>
<tr>
<td>Banks in Action</td>
<td>367</td>
</tr>
<tr>
<td>Success Skills</td>
<td>305</td>
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<tr>
<td>Business Ethics</td>
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<td>Total</td>
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<tr>
<td>No. of Secondary Schools</td>
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<td>No. of Intermediate Schools</td>
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Seven major companies partner with inJAz Bahrain to host students in an Employee Shadowing Programme

inJAz Bahrain started the second semester of this academic year with the launch of their Job Shadow programme. In this programme, students are exposed to the workplace via a one-day, hands-on visit to pre-selected company. During this visit, hosts engage with students about their career experiences while allowing them to shadow the adults in their various roles.

The Job Shadow programme aims to provide students with real-life opportunities to learn more about the fundamental business concepts that make up their future careers, such as competition, markets, investment, costs, benefits, incentives, specialization and income. In addition to a variety of classroom learning activities, the students are exposed to the workplace via a one-day, hands-on visit to pre-selected company. During this visit, hosts engage with students about their career experiences while allowing them to shadow the adults in their various roles.

In the total of 350 students benefited from the programme. inJAz Bahrain coordinated all aspects of the programme with all parties involved, including the Ministry of Education, orientated volunteers, teachers and company coordinators, and also allocated students to the different host companies. The participating companies are BBK, Bapco, Alba, Ernst & Young, GPIC, KFH and Fortune Promoseven.

Tamkeen and inJAz Bahrain give guidance to Bahraini secondary school students with “Careers with a Purpose” Programme

Tamkeen in partnership with inJAz Bahrain is offering Bahraini secondary school students a unique opportunity to develop a strong perception of business ethics and a vision of higher purpose in choosing careers by underwriting inJAz Bahrain’s “Careers with a Purpose” Module. The BD77,900 programme, which is integrated into one secondary school academic semester, is designed to reach 4,020 Bahraini high school students over a three-year period.

The Careers with a Purpose programme is introduced to offering the students with a wider choice of work readiness spectrum while helping them realise their life potential and noble purpose. It also focuses on instilling the importance of positive values in the students and assists them in ethical career decision-making as well as life in general.

The programme demonstrates the importance of positive values, life maxims, and ethical decision-making within the context of career and life decisions.

Al Ahed Al Zaher Secondary Girls School wins inJAz Bahrain Company Competition

For the third consecutive year and under the slogan “Growing Entrepreneurs”, inJAz Bahrain held its 3rd “Company Competition” for its students on 5th & 6th May at the GPIC club in Elekr.

Al Ahed Al Zaher Secondary Girls School team won the competition based on the scores provided by the judging panel which consisted of professionals from several companies. The winning team represented inJAz Bahrain and the Kingdom at the regional INJAZ competition that took place in Marakesh, Morocco.


The competition is inJaz Bahrain's annual celebration of the accomplishments of inJAz Bahrain Company Programme for students age 17-18. The Student Companies showcased their enterprise and business acumen before a panel of independent judges who evaluated each company’s performance against the competition criteria, which includes a final report, a business presentation before an audience, a trade booth display, and a final interview with the judging panel. One of the competition’s goals is to measure each team’s business achievements with members’ individual personal development and knowledge.
Banks in Action competition
For the 1st time in Bahrain and in collaboration with Citibank, inJAz Bahrain organized Banks in Action competition with 5 groups representing 5 secondary schools. The competition was hosted by Citibank at their headquarters at the Seef district. Muharraq Secondary School for Boys was the winner of the 2010 Banks in Action Competition. The team from Al Ahad Al Zaher Secondary School for Girls took the 2nd place.

The competition was held as part of inJAz Bahrain and Citibank longstanding partnership.

The five schools participated in the competition are Al Hedaya Secondary Boys School, Muharraq Commercial Boys School, Isa Town Secondary Girls School, and Muharraq Secondary Girls School and Al Ahad Al Zaher Secondary Girls School. In this competition, student teams practiced how effective they were at a bank. By taking on the role of banking business leaders, they made corporate decisions to steer their bank to success. Student teams competed for the chance to win first place.

Sheikha Hessa bint Khalifa Al Khalifa, inJAz Bahrain Executive Director thanked the Citibank for providing this unique, innovative learning experience, coupled with valuable work readiness and financial literacy education to the young Bahrainis.

Mr. Mazin Manna, the CEO and a board member of inJAz Bahrain said, “inJAz Bahrain and Citi share a common belief that financial literacy is an important life skill for young people in today’s global economy.” “We’re delighted to join inJAz Bahrain and share our knowledge, experience and excitement about the banking industry with Bahraini students through Banks in Action programme.” “We hope many of these students will be inspired to pursue careers in the financial services industry, as well as gain an understanding of how financial institutions help people manage their money and achieve their life goals.”

The competition is based on the Banks in Action programme that has been implemented by inJAz Bahrain for the last 4 years. The number of students benefited from the programme is in total of 2311 from all secondary girls and boys schools.

Citibank has been a key supporter of inJAz Bahrain since its inception in 2005 and has been sponsoring the Banks in Action for the last 4 consecutive years by granting inJAz Bahrain $40,000 every year to implement the programme at secondary schools. Since 2005, Citibank has been providing financial aid and volunteers to inJAz Bahrain, bringing the important message of personal financial literacy to thousands of young people in secondary schools. The number of volunteers who have volunteered with inJAz Bahrain from Citibank is 38.

KFH continues to sponsor the annual mentorship programme in France
For the fifth consecutive year, in 2010, twelve students participated in the mentorship programme at Sophia Antipolis Science Park. This renowned European R&D hub teaches students effective professional and managerial skills and includes a sightseeing tour of the south of France covering Nice, Cannes and Monte Carlo. Over the 5 years, in the total of 70 secondary students have attended this vital mentorship programme.

Commenting on the rationale behind the Mentorship Programme, Sheikha Hessa Bint Khalifa Al Khalifa, Executive Director for inJAz Bahrain said, ‘The students who participated over the four years performed extremely well in the programme besides being exemplary representatives of themselves and the country’.

‘By participating in the programme, they gained extensive experience and exposure and their entrepreneurial skills were further honed. We are extremely grateful to KFH for their generosity in providing this unique and life changing opportunity to the students. I take this opportunity to congratulate the qualifying candidates and wish them all the success,” she further added.

The Mentorship Programme focused on providing
students with effective professional and managerial skills whilst developing a capacity for critical thinking and integrating knowledge across different disciplines. The selected students were able to acquire basic management competencies which further enabled them to embrace and keep up with the ever-changing, increasingly complex global economy.

5th Anniversary of inJAz Bahrain celebrated

inJAz Bahrain celebrated its fifth anniversary at the Gulf Hotel in a ceremony held on (7th July) attended by the organisation’s founders and Executive Director Shaikha Hessa Bint Khalifa Al Khalifa and a large contingent of the organization’s supporters and strategic partners.

In line with the event’s theme, “5 Years of Inspiration, the event included a special slideshow featuring the most significant milestones of the past five years. Among them, number of students reached (18,047), number of schools accessed (39 secondary and 10 intermediate schools), number of participating volunteers (710) and strategic partners (17). A special ceremony was also held to recognize supporters who have contributed to inJAz Bahrain for the last five consecutive years and volunteers who have participated at least five times or delivered five programmes.

Shaikha Hessa thanked all the partners and volunteers who contributed to the organization’s success, saying, “The tremendous success over the past five years is a testimony to what can be achieved through vision, teamwork and dedication.” She also acknowledged the valuable support from the private sector, which she called “the main driver of our success.” “Contribution from the private sector not only helps us realize our goals,” she said, “but, just as importantly, it makes that success sustainable as well.”

The event is a main feature within a series of planned activities aimed at achieving a number of objectives. In addition to promoting awareness of the organization and reinforcing its position as a leading provider in enterprise education, the activities sought to recognize inJAz Bahrain’s contribution and coordination structure.

Young Enterprise Cambridge Exam was held for the 4th time

For the 4th consecutive year, 242 students representing 11 secondary boys and girls schools participated in the 2010 Young Enterprise Cambridge Exam. A total of 82 students passed the exam with two scoring distinction, 7 credit and 73 pass. Since inJAz Bahrain embarked on this unique extended learning opportunity in 2007, the total number of students enrolled is 635 out of which 323 passed and were awarded an international accredited qualification from University of Cambridge.
Their Push, Our Leap // Volunteers Of 2009 - 2010

Alba
Ahmed Shukri
Abbas Ali Amrulla
Abbas Abdulla
Ma’ali A. Rahman
Rawdha Salman Al Aradi
Ahmed Abdulghaffar
Hasanain Al Saffar
S. Hazem Al Alawi
Yousif Ahmed Khalil
A. Karim Baqer
Mustafa Sadiq Moh’d
Khadeeja A. Rahman Al Moosa
Layla Abdulla
Layla Hubail
Hamad Hasan
Danial Sulaiman
Bassam Kuwaitan
Hesham Abdulla
Nada Alwazeer
Khalid Al Musawi
Layla Sahlan
Jassim Yousif
Jalal Abbas
Mohammed Jassim
Samah Alhamad
Salima Ahmadi
Khawala Mohammed
Abdulla Turabi
Mobsin Mohammed
Ghassan Al Mahmood
Hameed Hassan

Bank of Bahrain & Kuwait (BBK)
Hussain Sayed
Fatima Fakhrroo
Hamad Al Khaja
Jaffar Ali Al Shehabi
Ahmed Askar
Ahmed Al Majed
Fadhel Abbas
Ammar Rajab
Fatima Saif Al Binali
Shaima Ashoor
Nadia Al Qassab
Hawazen Al Sindi
Nada Hameed
Marwa Al Saie
A. Ameer Yousif Radhi
Ali Abdulla Alalawi
Hayat Omran
Zainab BuHassan
Suad Al Zeera
Mariam Ahmed
Lulwa Al Muhana

Bapco
Huda Eid
Elham Janahi
Suha Al Shafei
Mona Faisal Janahi
Rawa Al Alawi
Ahmed Marhoon
Salman Ali Salman
Salman Jaffar
Jenan Al-Askari
Ali Mohammed
Naeem Moh’d
Mustafa Abdulla
Abdulla Ali
A. Redha Moh’d Nowrooz
Hussain Al Tannak
Isa Hassan

HSBC
Arif Khalifa
Jassim Al Abbasi
Basma Ahmed Rashid
Ali Yaseen
Salman Khalid Qarata
Sumaya A Baqer
Aysa Bubshait
Batool Al Rahma
Fatima Nairooz

Batelco
Hanadi A. Aziz Fadhil
Nasreen Al-Asoomi
Amani Al Kamel
Zahwa Al Hidi
Ali Kamali
Noor Al Rashidi
Sara Khalil
Zainab Piroozi

Kuwait Finance House (KFH)
Ahmed Al Hamar
A. Karim Al Zekri
Mohammed Al Jamea
Zahra Taher
Marwa Al Sindi
Raja Al Ghanim
Hesham Zainal

Tamkeen
Eva Hasan
Hala Sulaiman
Safa Sharif
Nasreen Kareemi
Nawaf Al Koheji

GPIC
Abdulrahman Binjeeran
Fatima Shareef
Mohammed Habib
Moh’d Ahmed Taher
Anwar Hijiris
Mahmood Ahmed
Raeda Saif Al-Shemeri
Lulwa Al Muaili

Mariam Al Mousawi
Ayda Mohammed
Ahmed Attiya

Hussain Al Tannak
Isa Hassan
Al Salam Bank Bahrain
Suhair Al Ajawi
Isa Buhiji
Abdulmohsin Alqousaibi
Muna Al Blooshi
Ameer Jalili

Ithmaar Bank
Waleed Al Shaikh
Karima Al Awadhi
Enas Rahimi
Faisal Ebrahim Al Dousary

Citibank
Reema Rabea
Sheikha Noorie
Fatima Fardan

Ernst & Young
Ghada Hashim
Khadeeja Saleemi
Yousif Al Khan

Eskan Bank
Iqbal Sangoor
Latifa Al Shamlan

Deloitte & Touch
Basem Nabeel
Fatima Mohd A. Rahman

Baytik
Bassam Kameshki
Mohammed Al Sabbagh

BMI
Fatima Janahi
Hanan Karimi

Ministry of Education
Noora Al-bin Ali
Salma Abdulla Al Najim

Bahrain Islamic Bank (BisB)
Ashwaq Bu Ali

Economic Development Board
Dalal Moosa

Bahrain Training Institute
Hanya Sulaiman

Barwa Real Estate
Suha Yousif A. Rahman

University of Bahrain
Osama Albahrana

Kumon Bahrain
Fatima Al-Muraikhi

Much More
Adel Jabri

Ministry of Housing
Hanya Sulaiman

EWA
Mubarak Al Kuwari

AMJCO
Yasmin Adnan Jamal

National Oil and Gas Authority (NOGA)
Ezz Al-Mannai

Med Point
Noora Al Khalifa

GIB
Basma Ali

Estishartik
Ali Al Sabbagh

Family Bank
Ahmed Al Khan

4Shabab
Mohammed Al Ansari

Gulf Air
Layla Al Sharif

SAM
Maisam Al Maskiti

Aramex
Mahdiya Hassan

Tazur
Noora Al Sindi

Autoway
Alharith Alatawi

Arcapita
Paul B. Iturrino

GTS
Abdulla Ben Shams

BRF
Sally Jad

Jobs4Bahrainis
Leena Alolaimy

Sh. Hessa Girls Shool
Sama Yateem

AGU
Dr. Salman Al Zayani

inJAz Bahrain
Fatima A. Rahman Aljar

Non Corporate Volunteers
Dua’a Al Meshqab
UOB Student
Zainab Jamsheer
UOB Student
Sumya A.Ghani
Sh. Latifa Al Khalifa
Noor Al Shibil
Samya Yousif Ubaydli
Arwa Al Jowedar
Basma Al Ali
Noor Al Sairfi
Safa Ashoor
Thank You All

The Inspirational Icons

inJAz Bahrain recognises the effort of all volunteers who have been so loyal to the organisation and have helped inspire the youth since its inception in 2005.

Fatima Al Muraikhi

“I consider volunteering with inJAz Bahrain as one of my best achievement and most effective thing that I’ve done for the last five years.”

Hala Sulaiman

Tankeen

“We have a new generation of bright Bahraini youth who are hungry for development and are being equipped to take the lead for a more prosperous future.”

Layla Hubail

Aluminium Bahrain (Alba)

“Once I entered the class, started the programme and saw the reaction of the students, I really liked it and enjoyed it with my students, including the teacher and the school management.”

Noor Al Sairafi

APEX Real Estate Development Company

“It makes us proud to see that the people, who once were our students, have set their way towards success and towards becoming amongst the country’s young leaders.”

Reema Rabea

Citibank

“Volunteering has special rewards that come with it. Self worthiness, content and being helpful. I hope that I have contributed as much as I’ve gained from it.”

Suha Al Shafei

Bapco

“The inJAz Bahrain programme is a life changing experience to the students and to the volunteers. We gain knowledge from the programme’s topics and from interacting with the students.”

Huda Eid

Bapco

“My participation with inJAz Bahrain has turned my life into a rich and self-satisfying experience. It gives me a real pleasure to share my thoughts and knowledge with school students.”

Huda Janahi

Global Cargo Services Ltd.

“inJAz Bahrain programmes are very important and crucial to the development of the students skills, especially in business concepts. I had a very effective role in the community by volunteering, especially that I was representing a real model that the students can always refer to.”

Jalal Abbas

Aluminum Bahrain

“Learning how to express and pass information to young people helped me in my career. To be honest, my involvement with inJAz Bahrain programmes had changed my lifestyle.”

Suhair Al Ajjawi

Al Salam Bank

“The real life exposure students gain through inJAz programmes is of no doubt a rich experience.”

Enas Rahimi

Ithmaar Bank

inJAz Bahrain, you have simply inspired me to be part of a noble and purposeful experience that provided me will all colours of joy, agility & zest.”
Auditors’ Report

Auditors’ Report to the Board of Directors of inJAz Bahrain
We have audited the accompanying financial statements of inJAz Bahrain (‘the Project’), which comprise the statement of financial position as at 30 June 2010 and the statements of comprehensive income, changes in fund balance and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory notes.

Directors’ Responsibility for the Financial Statements
The Directors are responsible for the preparation and fair presentation of these financial statements in accordance with International Financial Reporting Standards. This responsibility includes: Designing, implementing and maintaining internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditors’ Responsibility
Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors’ judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity’s preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate for the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity’s internal controls. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion
In our opinion, the financial statements present fairly, in all material respects, the financial position of the Project as of 30 June 2010, its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards.

27 October 2010
Manama, Kingdom of Bahrain
### STATEMENT OF FINANCIAL POSITION

As at 30 June 2010

<table>
<thead>
<tr>
<th></th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-current assets</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Computers, furniture and fixtures and capital work in progress</td>
<td>72,681</td>
<td>3,214</td>
</tr>
<tr>
<td><strong>Current assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and bank balances</td>
<td>279,673</td>
<td>195,929</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>352,354</td>
<td>199,143</td>
</tr>
<tr>
<td><strong>FUND BALANCE AND LIABILITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fund balance</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accumulated surplus</td>
<td>343,069</td>
<td>188,033</td>
</tr>
<tr>
<td><strong>Current liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Social insurance payable</td>
<td>882</td>
<td>643</td>
</tr>
<tr>
<td>Accrued expenses</td>
<td>1,427</td>
<td>5,394</td>
</tr>
<tr>
<td>Other payables</td>
<td>6,976</td>
<td>5,073</td>
</tr>
<tr>
<td><strong>Total liabilities</strong></td>
<td>9,285</td>
<td>11,110</td>
</tr>
<tr>
<td><strong>TOTAL FUND BALANCE AND LIABILITIES</strong></td>
<td>352,354</td>
<td>199,143</td>
</tr>
</tbody>
</table>

---

Abdul Rahman Jawaheri  
Chairman

Sh. Hessa Bint Khalifa Al Khalifa  
Executive Director
STATEMENTS OF COMPREHENSIVE INCOME AND CHANGES IN FUND BALANCE

For the year ended 30 June 2010

<table>
<thead>
<tr>
<th></th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>BD</td>
<td>BD</td>
</tr>
<tr>
<td><strong>INCOME</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Donations</td>
<td>275,797</td>
<td>238,765</td>
</tr>
<tr>
<td>Other income</td>
<td>6,467</td>
<td>348</td>
</tr>
<tr>
<td><strong>TOTAL INCOME</strong></td>
<td>282,264</td>
<td>239,113</td>
</tr>
<tr>
<td><strong>EXPENDITURE</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administration expenses</td>
<td>70,455</td>
<td>96,389</td>
</tr>
<tr>
<td>Programme expenses</td>
<td>31,083</td>
<td>16,235</td>
</tr>
<tr>
<td>Advertisement expenses</td>
<td>20,950</td>
<td>-</td>
</tr>
<tr>
<td>Media expenses</td>
<td>2,960</td>
<td>5,193</td>
</tr>
<tr>
<td>Depreciation</td>
<td>1,781</td>
<td>2,343</td>
</tr>
<tr>
<td><strong>TOTAL EXPENDITURE</strong></td>
<td>127,229</td>
<td>120,160</td>
</tr>
<tr>
<td><strong>SURPLUS FOR THE YEAR</strong></td>
<td>155,036</td>
<td>118,953</td>
</tr>
<tr>
<td>Other comprehensive income</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>TOTAL COMPREHENSIVE INCOME FOR THE YEAR</strong></td>
<td>155,036</td>
<td>118,953</td>
</tr>
</tbody>
</table>

**CHANGES IN FUND BALANCE**

<table>
<thead>
<tr>
<th></th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>At 1 July</td>
<td>188,033</td>
<td>69,080</td>
</tr>
<tr>
<td>Total comprehensive income for the year</td>
<td>155,036</td>
<td>118,953</td>
</tr>
<tr>
<td><strong>At 30 June</strong></td>
<td>343,069</td>
<td>188,033</td>
</tr>
</tbody>
</table>
## STATEMENT OF CASH FLOWS

For the year ended 30 June 2010

<table>
<thead>
<tr>
<th></th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>OPERATING ACTIVITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Surplus for the year</td>
<td>155,036</td>
<td>118,953</td>
</tr>
<tr>
<td>Depreciation</td>
<td>1,781</td>
<td>2,343</td>
</tr>
<tr>
<td>Interest income</td>
<td>(4,517)</td>
<td>(348)</td>
</tr>
<tr>
<td>Operating surplus before working capital changes</td>
<td>152,300</td>
<td>120,948</td>
</tr>
<tr>
<td>Working capital changes:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other payables</td>
<td>1,903</td>
<td>7,093</td>
</tr>
<tr>
<td>Social insurance payable</td>
<td>239</td>
<td>17,955</td>
</tr>
<tr>
<td>Accrued expenses</td>
<td>(3,967)</td>
<td>(296)</td>
</tr>
<tr>
<td>Net cash from operating activities</td>
<td>150,475</td>
<td>24,752</td>
</tr>
</tbody>
</table>

| **INVESTING ACTIVITIES**       |       |       |
| Purchase of computers and additions to work in progress | (71,248) | (1,020) |
| Interest received              | 4,517  | 348   |
| Terms deposits                 | (116,252) | - |
| Net cash used in investing activities | (182,983) | (672) |

| **INCREASE IN CASH AND CASH EQUIVALENTS** |       |     |
|                                            | (32,509) | 103,199 |

| Cash and cash equivalents at the beginning of the year | 195,929 | 92,730 |

| **CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR** | 163,421 | 195,929 |
Our Partners