ANNUAL REPORT 2011-2012

EMPOWERING YOUTH TO OWN THEIR ECONOMIC SUCCESS

INJAZ Bahrain
INJAZ Bahrain’s mission of inspiring and preparing young Bahrainis to succeed in a global economy was never more important than during the last few years of economic upheaval. Yet, developing financially responsible, workforce-ready and entrepreneurially savvy generations to help grow our country’s economy requires a strategic and sustained approach. Thus your support during the past year, was especially meaningful and greatly appreciated.

INJAZ Bahrain systematically and over the years has forced itself to play an integral role in the education development strategies particularly in complementing the education curricula with an effort to helping shape up the future generators of growth.

INJAZ Bahrain success lies in being open to any opportunity of partnership that will expand its capacity to inspire and prepare Bahraini youth to succeed in a global economy, especially with partnerships that are in alignment to INJAZ Bahrain’s three program pillars of Work Readiness, Entrepreneurship and Financial Literacy. INJAZ Bahrain since inception has sought partnership on all levels and with all parties; partnership has become a norm for the non-profit organization in order to achieve sustainability, growth and recognition.

With your support during the 2011-12 school year, we were able to achieve 42% growth, with much of the increased impact made at the targeted intermediate and secondary school levels. This effort sets the stage for even greater participation, understanding and outreach in the future. Strategic initiatives launched or completed to enhance impact included:

• Engagement with a number of partners on long-term pledge for the sponsorship of INJAZ Bahrain programs. Tamkeen, GPIC, ALBA, Citibank and HSBC have been long standing sponsors of programs of high intensity such as Company, Banks in Action, More than Money, Careers with a Purpose, Business Ethics, and Be Entrepreneurial.

• Integrating INJAZ Bahrain’s mission with various industry initiatives providing extended learning opportunities such as internships, mentorships and job shadowing, just to enrich the students’ learning experience and equip them to uphold Bahrain’s on-going economic success while ensuring prosperity for all of its residents.

• Intensifying effort to communicate our mission, strategic direction and volunteers’ requirements using social media channels such as Twitter, Facebook, and YouTube.

• The initiation of a digital approach to better leverage and engage volunteer support. Our volunteers energize learning, and expanding volunteer connectivity will significantly enhance INJAZ Bahrain’s role as a catalyst for reform and relevance.

As we reflect back on the past year, there is much to celebrate. However, we will continue to move forward with the sense of urgency and importance that INJAZ Bahrain’s important mission demands.

Thank you for your support

Hessa bint Kalifa Al Khalifa
Executive Director
MISSION:
To inspire and prepare young Bahrainis to succeed in a global economy

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.
As part of the program for the academic year 2011/2012, INJAZ Bahrain re-ran the Job Shadow Program in partnership with 8 leading companies from Bahrain’s Industrial, Services and Financial sectors. During the fall semester, 390 students from 15 Secondary Schools were provided with real-life opportunities to learn more about business concepts. Some of the time was spent in the classroom but more exciting were the visits to companies, where they learned, first hand, about finance and marketing.

Volunteers from the host companies talked to the students about their career aspirations and students were allowed to shadow their hosts for the day. The students had discussions with the employees and prepared reports on what they had learnt. Eventually the students were equipped to write up their own action plans for achieving their future academic and career goals.

Expressing her views about the positive impact of the program, Her Highness Sheikha Hessa Bint Khalifa Al Khalifa, Executive Director of INJAZ Bahrain said, “the feedback from our students on the program has been truly remarkable as it addresses their desire to observe how employees perform their tasks in real-life context. The credit goes to the support and encouragement we have received from numerous partners, volunteers and the Ministry of Education over the years. We remain ever grateful to them for their unwavering loyalty and benevolence. We hope that the Job Shadow Program will keep on helping more students understand how the skills learnt in school are implemented in the workplace”.

Grateful thanks goes to the 8 companies who took part this semester – BBK, Bapco, ALBA, GPIC, KFH, Batelco, Citibank Bahrain and Gulf Air.

Her Highness added that “The purpose of the Job Shadow Program is to highlight how important skills learnt in school are related to the workplace and do impact on these students’ future careers. We truly hope that this program will serve as a catalyst for smarter career choices for these students.”

Ahmed Zayer, volunteer of Job Shadow program from Citibank
Realizing the fact that this internship opportunity would be a great value to the students, Sheikha Hessa Bint Khalifa Al Khalifa, the Executive Director of INJAZ Bahrain said, “We have realized for a period of time that the students’ learning would only be complete if it is enhanced with a real work practice helping them build the bridge between class learning and their future success.” Our board members companies are really appreciated for providing this learning endeavor to our students.

As part of its plan to expose students to the real world of work, INJAZ Bahrain has organized an internship program for 34 students from 5 secondary schools and the University of Bahrain.

The internship program is offered to students who undertake INJAZ Bahrain’s “Company” program this year with an attempt to enrich the students’ experience with real work knowledge and hands-on engagement while creating awareness of local businesses, industries and career opportunities, adding on to the skills they learn from the “Company” program.

The program is aimed at transferring workplace experiences and knowledge to students via structured internships that move participants from the classroom to the workplace environment.

The internship opportunity was extended by 6 industrial and financial institutions as part of their longstanding partnership and support to INJAZ Bahrain and their belief in the importance of their role in providing career guidance to the youth in preparation for the work place. The companies participated in this internship program were GPIC, BBK, ALBA, Citibank, Gulf Air and KFH. The students followed a structured guideline provided by INJAZ Bahrain to these companies focusing on 5 key work disciplines within each company: Marketing, Production, Human Resources, Public Relations, and Finance. The students were assigned a team of qualified and experienced staff members from across the various areas of operation in each company to mentor them for two weeks. Each student could therefore experience the operations of several different departments within each organization and as a result, grasp the driving functions as well as the dynamics between departments, learning about not only the core business but also other fields such as finance and human resource.

Mohammed Salahuddin Al Meer, Student from Isa Town Secondary Boys School,
ENTREPRENEURSHIP

THROUGH CREATIVITY AND COMMITMENT, STUDENTS WON TITLE OF INJAZ BAHRAIN COMPANY OF THE YEAR.

For the fifth consecutive year, INJAZ Bahrain held the annual students’ Company of the Year Competition on 8th & 9th May with collective sponsorship from GPIc, Tamkeen and Milad; the two-day event was held at the Crown Plaza Hotel.

The winning team from Khawla Secondary Girls School received the trophy from Sheikha Hessa Bint Khalifa Al Khalifa based on the scores provided by the judging panel which consisted of professionals from several Companies. The winning team would represent INJAZ Bahrain and the Kingdom at the regional INJAZ competition taking place in Doha.

Sheikha Hessa Bint Khalifa Al Khalifa, the Executive Director of INJAZ Bahrain congratulated the winners for their exceptional work and the other teams for their commitment and hard work. She also expressed her sincere wishes for the winning team to achieve victory at the regional competition in October.

The competition is aimed to providing the participating students the opportunity to present and reinforce the values of the Company program as one of the most powerful and result-oriented entrepreneurial programs offered by INJAZ Bahrain. Additionally, the students are exposed to the real challenges businesses face along with an opportunity to effectively present their product and company results to business professionals and the public. This enhances their sales techniques, helps them to understand the business environment better and put to the test the skills they have acquired to accept the challenges the future holds.

INJAZ Bahrain’s Executive Director Sheikha Hessa Bint Khalifa Al Khalifa, commented, “The students are extremely fortunate to receive this calibre of training, as presentation competency is considered a main competitive advantage by most businesses. We are truly grateful to GPIc and its management team represented by Mr. Abdul Rahaman Jawahery for providing this invaluable resource to our youth, which further augments the skills gained through learned from INJAZ Bahrain’s “Company” program.”

“COMPANY” STUDENTS’ PRESENTATION SKILLS ARE ENHANCED

As part of an exercise aimed at improving students’ communication and presentation skills, the GPIc “Toastmaster Team” offered a number of intensive training sessions to 250 students, all of whom had completed the Company Program in preparing them for the “Company” of the year competition scheduled for May.


The students’ preseNAtIoN sKIlls Are eNhANced...
3530 students from 38 intermediate schools participated in the “Entrepreneurship Master Class Workshops”

INJAZ Bahrain further reinforced its successful “Entrepreneurship Masterclass” workshops by implementing it to 3530 students from 38 schools and delivered by a voluntary effort of 38 successful entrepreneurs, who shared their experience and knowledge with students.

The workshop is aimed at instilling entrepreneurial knowledge in students at the intermediate educational level and gives them the opportunity to learn the skills and behaviors necessary to establish and run a company, including assigning the main roles, building a name and a logo and creating a product and then competing to promote it among other companies.

The workshops also included a session led by successful Bahraini entrepreneurs who shared with students the challenges they faced as entrepreneurs, and discussed the self and professional fulfillment they have attained from starting their own businesses. INJAZ Bahrain extends its appreciation to these volunteers who in names are: Mr. Mohammed Al-Khan (PetArabia), Mr. Ali Al-Sabah (Faradani), Mr. Sameer Lutbi (Max-Moda), Mr. Khalid Al-Muharraq (Muharrq Studios), Mr. Hasan Mahdi (Tenneco), Mrs. Huda Janahi (Global Cargo), Ms. Nada Shohban (Osho Centre), Ms. Dama Al Ansari (Mobile Spa), Ms. Reem Al Khalifa (Green Bar), Mr. Reem Ahmed (College Counseling), Aziza Salman (Paparazzi), Ms. LuLu Al Khalifa (Equilibrium Gym & Spa), Ms. Noora Al Khalifa (Med Point), Ms. Reem Ayoob (Divas Events), Ms. Manal Bukamal (Luminous Interior) and Ms. Naifa Al Khalifa (Clever Cup Cake).

Expressing her enthusiasm about the program, the volunteer Mrs. Layla Sharif from Gulf Air said: “It was really fulfilling and fun experience. I am really happy that I was able to give the participants hands-on experience of how to create a company and present it in a professional manner - instilling entrepreneurship spirit into youth at this early age makes them understand the market in a mature way which will gradually result in creating a new generation of potential entrepreneurs.”
INJAZ BAHRAIN in partnership with CITIBANK organized BANks IN ACTION competition for the third year

For the third consecutive year, INJAZ Bahrain and Citibank Bahrain remained in the running of the Banks in Action Competition. 22 teams of 122 students representing 20 schools took part in the final round of INJAZ Competition which was held at Citibank’s headquarters in the Seef District at the end of both fall and spring semesters.

INJAZ Bahrain Executive Director, Her Highness Sheikha Hessa bint Khalifa, Citibank Chief Executive Officer, Mazin Manna, and INJAZ Bahrain board members and management staff attended the competition. Her Highness commented: “Today’s school students need to be introduced to different sectors and challenges they could face once they choose a career. It has become a necessity for this generation to learn more about the banking sector before they decide what to study at university. We really appreciate Citibank’s continuous host and sponsorship of the competition and are proud to be the first country in the Middle East to have implemented the Banks in Action program since 2006.”

In October 2011, Citibank increased its investment to USD 85,000 for the Banks in Action Program, which reached out to more than 1560 students of the government secondary schools in Bahrain during the academic year 2011/2012.

Teams from 20 secondary girls’ and boys’ schools participated in the competition. The students played the roles of bank managers and made decisions on how to guide it to success through a special computer simulation. The winning bank is the one that creates a winning strategy to best serve their customers, manage their bank’s assets and liabilities, and increase their profits.

Mazin Manna, CEO of Citibank and INJAZ Bahrain board member, commented: “Citibank is pleased to be associated with this program that helps students understand real life challenges and the importance of decisions made in a banking work environment on the future of a bank and potentially the economy at large. Banks in Action Program acts as a link between schools and the job market and prepares tomorrow’s generation for their future careers in the banking sector.”
For the second year, INJAZ Bahrain, attracted a large number of participants in the 2030 Youth City, with 240 students joining the organization’s programs and activities in this city.

INJAZ Bahrain offered seven of its programs in the 2030 Youth City, two were targeting the participants of 10-14 years old (“More than Money” and “Economics for Success”) and the five other programs that targeted participants between 15 and 25 years old were “The Company” program, “Careers with a Purpose” program, “Banks in Action” program, “Business Ethics” program, and “Job Shadow” program.

The organization also offered a number of accompanying activities to enrich the knowledge acquired by the participants. One such activity was a session entitled “Keys to Success” presented by Mr. Sami Al Bourek, from Investment for Training and Development Institute. A number of INJAZ Bahrain students also attended a course on “Emotional Intelligence” organized by the 2030 Youth City and presented by Dr. Hmoud Al Qashaan from Kuwait. Additionally, field visits to Bahrain International Airport, Central Bank of Bahrain, and Bank of Bahrain & Kuwait were organized to introduce students to corporate work, best employee practices, and career opportunities available in those sectors.

Sheikha Hessa Bint Khalifa Alkhalifa, executive director of INJAZ Bahrain, expressed her appreciation for the General Organization for Youth and Sport and Tamkeen for organizing the 2030 Youth City and thanked all the supporters and volunteers who rendered INJAZ Bahrain’s participation successful. “We are really pleased to see our programs are offered during the summer break engaging youth in activities that would fulfill their ambitions and equip them with the necessary skills, tools, and practical experience to join the labour market and be an effective participant in the future of this country,” she said.

Her Highness especially thanked all volunteers of INJAZ Bahrain programs and the organizations they represent. She noted that these volunteers devoted time to present the organization’s programs in the summer holiday and played a key role in the success of INJAZ Bahrain’s participation during the 2030 Youth City. This year, the following volunteers presented INJAZ Bahrain programs: Ms. Tefla Al Noeimi from the Ministry of Education, Mr. Hisham Al Kooheji from Alba, Ms. Mariam Al Mannaai from Young Arab Leaders, Mrs. Fatima Falhito from Bank of Bahrain and Kuwait, and Ashraf Al Khayyat from BAPCO, as well as individual volunteers Ms. Fatima Al Sairafi and Ms Latifa Salmeen.
INJAZ Bahrain pursues the ‘partnership principle’ to run successful programs, and has secured long-term financial support for a number of programs from Tamkeen towards three of INJAZ Bahrain programs.

The financial support from Tamkeen was intended to benefit 10,500 secondary school students over a three-year period, offering them a unique opportunity to develop a strong perception of business ethics, a vision of higher purpose in choosing careers by underwriting “Careers with a Purpose” Module and instilling entrepreneurial skills in students through the “Company” program.

The Business Ethics program intends to meet the Private Sector requirements in fostering ethical decision-making in young people as they prepare to enter the workforce. In this program, students learn to recognize, analyze and apply basic terminology and theories common to the study of ethics. Overall, students will explore their own ethical values and philosophy and learn to evaluate the decision-making process.

The Careers with a Purpose program introduces students to the importance of seeking careers that help them realize their life potential and noble purpose. It demonstrates the importance of positive values, life maxims, and ethical decision-making within the context of career and life decisions. Participants are taken through the paces of decision-making, workplace values, life roles vs. careers and the selection of careers that match not just their qualifications but larger life goals.

The Company program helps young people appreciate and better understand the role of business in the Kingdom of Bahrain economy. With the support and guidance of volunteers from the local business community, the Company program provides basic economic education for secondary school students. By organizing and operating an actual business enterprise, students discover how businesses function, and they learn about the structure of the free enterprise system and its benefits.

Students also develop an understanding of the economic principles that influence business decisions. In addition, they gain an introduction to career opportunities and basic work readiness skills. The Company program also fosters positive relationships between students and members of the business community.

In an acknowledgement of Tamkeen’s support, INJAZ Bahrain Executive Director, Sheikha Hessa bint Khalifa Al Khalifa said: “We are very grateful to Tamkeen for sponsoring the three programs. INJAZ Bahrain was established with the aim to bring individuals and corporates in the Kingdom together to work for the development of our youth. INJAZ Bahrain’s success, development and sustainability are greatly attributed to the support it receives from all parties.”

Tamkeen’s support is very important to INJAZ Bahrain, not just because we use the financial support for the cause of nation-building but because it represents the synergy between two organizations dedicated to similar goals,” she said.

As the catalyst for change and development in the labour market, Tamkeen’s Chief Executive, Mahmoud AlKooheji commented on the partnership: “Bahrain is renowned for taking a lead role in establishing standards for transparency and corporate governance. Accountability has taken an ever-increasing importance in today’s society, and we are pleased to support development programs that instill business skills, concepts and values in the Kingdom’s youth. We contribute to initiatives that empower Bahraini youth to achieve leading positions in the region and beyond. We are firmly committed to playing a vital role in programs that match our role in supporting the national economy.

INJAZ BAHRAIN PARTNERSHIP WITH TAMKEEN CONTINUES TO REACH OUT TO MORE STUDENTS
Citi Foundation continues its sponsorship of INJAZ Bahrain’s “Banks in Action” program aimed at educating school students in Bahrain about the banking industry. Citibank invested an amount of USD 85,000 for the Banks in Action program for this year. Since 2006, the Citi Foundation has been contributing annually, $40,000 in grants to INJAZ Bahrain to implement the “Banks in Action” program at the government secondary schools. The program reached out to more than 1560 students of government secondary schools in Bahrain during the academic year 2011/2012.

Commenting on Citi Foundation’s gesture, Her Highness Sheikha Hessa bint Khalifa Al Khalifa, Executive Director of INJAZ Bahrain, said: “I would like to thank Citibank again for sponsoring the Banks in Action program for this year. Citibank’s employees have become our partners through our various programs. We are pleased with the results of Citibank’s contributions so far, and look forward to even more successful achievements of INJAZ Bahrain’s education based programs.”

Conducted by Citibank and other banks’ volunteers, the program teaches students about the banking industry and career opportunities in this sector through virtual simulations and competitions.

At the end of each school semester, Citibank, a long-time partner of INJAZ Bahrain, hosts the “Banks in Action” competition. Teams from the public boys and girls schools participate in the competition that is based on the “Banks in Action” program. The students assume the roles of managers and make decisions on how to best steer it to success through a special bank simulation exercise.

Program Support and Sponsorship

Aluminum Bahrain (ALBA) continued to support the Business Ethics Program as part of its 3-year sponsorship making the final settlement of fund in determination to support youth development activities, and in particular, initiatives that promote ethical values amongst Bahrain’s future business leaders.

Commenting on ALBA’s sponsorship support, the Chairman of ALBA’s Board of Directors, Mahmoud Al Kooheji said: “ALBA places a strong priority on transparency and sound corporate governance throughout the organization. It is integral to the way we conduct business and in the way we relate to people within the company and outside. Our support for INJAZ Bahrain’s Business Ethics Program enables us to share these values with Bahraini youth, and thereby, play a role in impacting the way future business leaders conduct their operations. It is our hope and confidence that the success of the program will pave the way in realizing some of the guiding principles of the Kingdom of Bahrain’s Vision 2030.”

Expressing her gratitude to ALBA, Sheikha Hessa bint Khalifa Al Khalifa, INJAZ Bahrain Executive Director said, Aluminum Bahrain (ALBA)’s donation towards sponsorship of INJAZ Bahrain’s Business Ethics Program from 2009 to 2011 highlights the company’s determination to support youth development activities, and in particular, initiatives that promote ethical values amongst Bahrain’s future business leaders.

ALBA’s employees have worked as volunteers in many of INJAZ Bahrain’s activities, and have been closely involved in the implementation of the Business Ethics Program across schools in Bahrain.

The goal of INJAZ Bahrain’s Business Ethics Program is to prepare young Bahraini students for the professional world and foster ethical decision-making as students prepare themselves to enter the workforce.

“AS a longtime partner with INJAZ Bahrain, we are pleased to contribute to the generation of tomorrow and help them to get an insight into the banking sector. Citibank Bahrain is an active corporate citizen, with a particular interest in supporting financial education and developing Bahrain’s talent pool”, commented Mazin Manna, CEO of Citibank Bahrain.

Bahrain is the first country in the Middle East to have started implementing the Banks in Action program, having first introduced it in 2006. To date, INJAZ Bahrain delivered the program to 3,000 students in secondary boys and girls government schools.
For the third consecutive year, INJAZ Bahrain was granted a fund of BD 11,500 from HSBC in support of the More than Money program implementation to the intermediate school students. By complying with all requirements such as grant proposal submission, program evaluation results, a best practice success or solution, and meeting students’ target set, qualitative INJAZ Bahrain to be part of the annual program grants extended by HSBC to a number of Junior Achievement members worldwide. For the last three years, an amount of BD 30,000 has been received from HSBC to cover 3189 students who have benefitted from the program. The More than Money® program helps equip children with the financial literacy skills they need to make wise decisions later in life about spending and saving money and teaches them about businesses they can start or jobs they can perform to earn money.

An August 2011, analysis of the pre-tests and post-tests completed by More than Money® students around the globe verified knowledge gains and behaviour and attitude changes. Students increased their behaviours saving BD 11,300 from HSBC in support of the More than Money® program for the third consecutive year, INJAZ Bahrain was granted a fund of BD 11,500 from HSBC in support of the More than Money® program and visiting cultural places and nearby south of France cities such as Nice, Cannes, and Monte Carlo.

The program varies between sessions, lectures, briefing by a selection of operating business executives, company immersions, sightseeing, and eating cultural places and nearby south of France cities such as Nice, Cannes, and Monte Carlo.

The nomination of the 12 students was based on a number of criteria set by INJAZ Bahrain such as participating in at least two of INJAZ Bahrain programs, acquiring a good level of English language, demonstrating an excellent level of conduct and behavior and having achieved excellent and distinctive performance in their academic study. The total number of students who have benefitted from this program is 103.

Commenting on this, Sheikha Hessa bint Khalifa Al Khalifa, INJAZ Bahrain Executive Director said, “All these traits are required in the students so as to form a high level of representation of themselves, KFH and our country. The students who participated over the last five years coped extremely well with the program and portrayed an excellent image of themselves and their country. They also gained a great deal of experience and exposure to all sort of business knowledge and skills. We are extremely grateful to KFH for giving this life opportunity to our students.”

Mr. Abdulhakim AlKhayat, Chief Executive of KFH commented on their sponsorship to this program by saying: “We are really pleased to extend our support to INJAZ Bahrain for the fourth time this year while fulfilling our commitment towards the community in general and contributing to the development of Bahrain’s youth. What encouraged us to send another batch of students again this year is the successful impact and results attained out of this endeavor” Mr. AlKhayat added: “I am confident that the knowledge and skills gained from this program will shape up the students’ future host in a personal and professional level.”

For the sixth consecutive year, INJAZ Bahrain and Kuwait Finance House (KFH) are partnering by sending 12 students from six government schools on a mentorship program at the Sophia Antipolis Science Park in France. The mentorship program, which is fully sponsored by KFH as part of their contribution and commitment to INJAZ Bahrain, takes place during the summer holiday giving students the opportunity to focus on the various learning aspects of the program.

The mentorship program focuses on providing students with effective professional and managerial skills and developing a capacity for critical thinking and integrating knowledge across different disciplines. While at a specific level, students will be able to acquire basic management competencies and help them respond to the ever-changing, increasingly complex global economy.

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“RIPPLES OF HAPPINESS” CAMPAIGN YIELDS TWO NEW STUDENT-LED SOCIAL SERVICE INITIATIVES

Students at the University of Bahrain (UoB) and the Royal University for Women (RUW) participated in two social service initiatives as part of the “Ripples of Happiness” program, a regional program supported by INJAZ Al-Arab and the Coca-Cola Foundation.

The program aimed to educate university students on identifying opportunities and developing projects that will have a positive impact on their communities. It took place simultaneously in universities across Palestine, Bahrain, Saudi Arabia, Lebanon, and Jordan.

With training and mentoring from a team of volunteers from Bahrain community, the students defined challenges within their communities, selected their projects and developed action plans that they implemented on a small scale. The projects adopted by the teams in Bahrain aimed at raising awareness on illnesses that were common in the Kingdom as well as creating an electronic platform for charity and volunteer work.
COMMUNITY IMPACT

Students at the University of Bahrain won the Ripple of Happiness Program and were awarded a grant for their project “3ambaloo9” (the local term for “Ambulance”). It is a community service created by students, which seeks to raise awareness amongst the youth about the most common health risks and physical injuries people suffer in their day-to-day lives, and the correct first-aid treatments for each. The campaign will also draw attention to the importance of living a healthy and safe lifestyle in order to minimize such risks.

The Royal University for Women’s initiative, Bab Al-Khair, was also recognized for their outstanding work on their project which is an online platform that enables individuals interested in supporting local charitable foundations and organizations to find out about all the available community service opportunities and activities.

The Executive Director of INJAZ Bahrain, Her Highness, Sheikha Hessa Bint Khalifa Al Khalifa, congratulated the winners and commented on the significant role of youth in building societies: “Such initiatives are intended to encourage youth to engage socially and take the lead in inducing social change in their communities through entrepreneurship. Today our youth have shown success in responding to social needs facing their society and have actually contributed and given back to their communities.”

At the end of the program, students compiled their case studies and submitted them to a judging panel combining representatives from the Coca-Cola Foundation, INJAZ Al-Arab, and various community leaders. The judging panel then joined forces to choose the top 5 community projects based on 3 major criteria: The Ripples of Happiness microsite voting, Facebook voting Application and the Case Studies. The winning projects received grants to support implementation on a larger scale that will take place over the 2 months following the announcement of the results.

Dr Rassem Amash, Co-coordinator of the Royal University of Women, explained: “INJAZ BAHRAIN and ROH project did open new doors and experience for our students. It was a first time experience for many students to serve and not to be served, a first time experience for many students to have the feeling of belonging and understand the meaning of citizenship, and a first time for many students to do something without expecting anything in return and I have never seen them happier doing it, that is the true and deep meaning of life. Thank you INJAZ for planting the seeds of volunteerism and community service in my students”.

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“An amazing opportunity to spread happiness by learning how to, and finally giving back to your community with a helping hand.”

Ahmed Ramadan,
Student from University of Bahrain
over the last year the social media has played an integral role in INJAZ Bahrain’s communication to the public in general and our specific, primary target of the youth. INJAZ Bahrain has intensified its effort in using the social media such as Twitter, Face Book, and YouTube to target and attract volunteers to participate with the organization in the delivery of the programs. In the range of 40% of the volunteers who participated with INJAZ Bahrain over the year, were recruited through the social media, making our communication to this target group much easier and more effective. The different types of the social media allowed INJAZ Bahrain to communicate instantly with thousands of people in Bahrain and gave each one of them the opportunity to spread the message even further.

TODAY, INJAZ BAHRAIN USE A WIDE VARIETY OF SOCIAL MEDIA SITES AND TAILOR EACH MESSAGE TO FIT THE VOLUNTEERS

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Today, INJAZ Bahrain use a wide variety of social Media sites and tailor each message to fit the volunteers, School students and University students. Some of this platform includes: FaceBook, Twitter and Instagram. Each Site is unique and holds the power to enhance INJAZ Bahrain endeavor.
AWARD CEREMONIES

INJAZ BAHRAIN RECOGNIZES EDUCATORS

The event honored educators and Ministry of Education officials and coordinating members who are actively involved in the organization’s programs, and was opened by Her Highness Sheikha Hessa Bint Khalifa Al Khalifa, INJAZ Bahrain Executive Director and attended by the Assistant Undersecretary for General and Technical Education of the Ministry of Education, Mr. Nasser AlSheikh, and Mr. A. Rahman Jawahry, Chairman of INJAZ Bahrain and CEO of GPIC and a number of board members.

Certificates of appreciation were distributed to all participating teachers and schools. Trophies were also handed out to most outstanding schools and teachers.

The event started with a welcome speech by Her Highness Sheikha Hessa Bint Khalifa Al Khalifa, in which she commended the Ministry of Education for embracing INJAZ Bahrain’s mission since its inception and thanked all teachers and school officials.

“We are meeting with you today to express our sincere appreciation to all schools and in person to all teachers who have contributed to the success of INJAZ Bahrain. The learning outcomes gained from our programs would not be as comprehensive and fulfilling without the joint involvement of teachers and our volunteers. It is the partnership that INJAZ Bahrain adopts in achieving its goals that paves the way for its prosperity, sustainability and growth, and we hope to continue this fruitful alliance moving forward.”

Mr. Nasser AlSheikh also addressed the audience by thanking INJAZ Bahrain for offering students the opportunity to learn how the economy works, acquire the work-readiness skills, concepts and know-how to be successful in the workplace. He explained that to be exposed to the real work environment through the mentorship and internship opportunities and programs offered by the organization in partnership with the private sector entities, enriches the students’ learning experience.

Mr. A. Rahman Jawahry thanked the Ministry of Education for working in partnership with INJAZ Bahrain to help young Bahrainis become work-ready for the marketplace. He added that INJAZ Bahrain is an ideal and unique venue for public-private partnership, as it provides a national platform for businesses to use their experience, insights and knowledge to motivate and mentor students to succeed both in school and life.

The event also contained a slideshow demonstrating the progress made to date by INJAZ Bahrain. More than 35,000 students in 33 secondary schools and 30 intermediate schools have taken part in the organization’s programs, which were administered by a group of 1,346 volunteers in partnership with teachers.

In recognition of effort and support extended by the educators, INJAZ Bahrain organized a special luncheon commemorating the ongoing collaboration with the Ministry of Education.
INJAZ BAHRAIN SAYS “THANK YOU” TO SUPPORTERS

Nearly 600 supporters attend grand appreciation event

In recognition of support and effort exerted by all parties, INJAZ Bahrain held its annual appreciation event for all supporters who helped INJAZ Bahrain in attaining its goals and achieving remarkable growth.

The event honored the valuable contributions of the nearly 600 strong volunteers and 17 corporate partners who supported INJAZ Bahrain over the last two years, and presented those in attendance with gifts and certificates of appreciation. Individuals and sponsors with outstanding support were also recognized and presented with awards.

The celebratory event started with a speech from Sheikha Hessa bint Khalifa Al Khalifa, the Executive Director of INJAZ Bahrain who greeted all attendees and guests and expressed her sincerest gratitude to all volunteers for helping the organization achieve its aim of inspiring the youth by sharing with them their business knowledge, experience, insights, and know-how.

Her Highness also thanked INJAZ Bahrain’s corporate partners, whose representatives also comprise its Board of Directors, which have underpinned INJAZ Bahrain’s tremendous expansion and achieved to date, saying, “Over the past years, INJAZ Bahrain has reached out to 11,996 students in all secondary schools, 60% of the intermediate schools and two universities, in addition to a few private schools. It is with the effort of our dedicated volunteers and generous financial backing of our corporate partners that we have made these great leaps.”

Her Highness also stressed on the important role Ministry of Education has played in facilitating the INJAZ Bahrain programs’ steady expansion and rollout in all schools.

“These programs have enriched students’ academic learning by offering mentorship, internship and community service opportunities in partnership with private sector enterprises. What this does, in effect, is link the theoretical learning from INJAZ Bahrain programs with the real-world work environment.”

Also addressing the audience was Chairman of INJAZ Bahrain, Mr. A. Rahaman who commended the efforts put in by volunteers. He went on to highlight the importance of the private sector’s involvement by saying: “INJAZ Bahrain in instilling within the youth the spirit of volunteering from an early age, and preparing them to continue the course of the Kingdom’s economic development.”

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IN THE TOTAL OF 384 VOLUNTEERS PARTICIPATED SHOWING AN INCREASE OF 45% OVER THE PREVIOUS YEAR.

This year has shown remarkable increase in the number of volunteers who came forward from all walks of life. In the total of 384 volunteers participated showing an increase of 45% over the previous year. The participation of board companies’ volunteers has risen to 158, forming 41% of the entire engaged volunteers. Another aspect that contributed to the success INJAZ Bahrain achieved in this area is that the retention rate among volunteers this year has risen to 25%.

I really enjoyed delivering INJAZ Bahrain program. It was one of my greatest experiences as it helped me in establishing my own business as well.”

Zahra Ahmed Al-Shuwaikh,
Company Program Volunteer from Solidarity

I really enjoyed spending time with the girls and listening to their concerns and dreams, it was a rewarding experience for me.”

Najla Nedham,
Careers with a Purpose Volunteer from Tatweer
ADAMOV
Rua’a Al Hayki

AGILITY
Emran Hubail
Your Faresd

AL SALAM BANK
Dalal Ali Ameen
Fahad Al Abbasi
Marzam Al Hashimi
Mona Abdullahmajed Al Balooshi

ALUMINUM BAHRAIN (ALBA)
Ahmed Mohammed Abdulghaffar
Ahmed Shukri
Ali Murtadha Alasti
Ghadnana Al Binali
Hadi Hasan
Hamad Hassan
Hisham Al Kooheji
Jamal Nasem
Khalil Elrhaimi Subai
La’la Sahlan
Ma’ali Abdulrahman Elrhaimi
Nader Molin Dadi
Yousif Murtadha

ARAMEX
Eyad Ma’ali
Luai Alagha
Mohammed Zmaili

BAHRAIN CHAMBER FOR
DISPUTE RESOLUTION
Dana Isa Ahmed

BAHRAIN DEFENCE FORCE
Mohammed Ali Al Dosiery

BAHRAIN INTERNET
EXCHANGE
Jassim Al Hassan

BAHRAIN ISLAMIC BANK
Ashhaar Bu Ali

BAHRAIN NATIONAL GAS
COMPANY (BANAGAS)
Ahmed Janahi
Ghdar’ Al Abdin
Marzam Al Ghunaim
Mohammed Nasser

BAHRAIN PETROLEUM
COMPANY (BAPOC)
Abdallaziz Abdulrahman
Abdulla Ahmed
Abdulk Jsa
Abdulmn O. Ferrer
Ahmed Alali
Ahmed Al Khayr
Ghassan Al Mahmood
Habib Ramadan
Huda Eid
Jafar Jasim
Khalid Abdulb Yaqub
Khawla Mohammed Sheikh
Muneef Al Shemmary

Rahma Maki
S. Zuhair S. Hassain
Sayed Abdulrahman
Sara Faqeeh
Sayed Saleh
Suha Ahmed Al Shafie
Sultan Saed
Zahair Ghuloom Mansoori

BIN FAQEEH REAL ESTATE
INVESTMENT COMPANY
Khalid Ali Al Musawi

ARG
Araf Edeh Al-Omar

BAHRAIN AIRPORT SERVICES
(BAS)
Salem Rajab

BAHRAIN ASSOCIATION OF
BANKS
Dana Al Majed
Mayan Ghaith

BNP PARIBAS
Sharifa Sanad

CAPIVEST
Ahmed Al Noaimi

CENTRAL BANK OF BAHRAIN
Alaa Yousef Jaffar
Dana Al Shehabi
Hanna Saeed Johar
Hussain Juma
Muna Ahmed

CITIBANK
Ameneer Al-Dam
Aamir Jali Mahmood
Batool Madan

Emran Al Meshqab
Enas Mahmoud Mohammed
Fatema Abdulrahbi Fardan
Fatima Abdulmajed Asad
Fatima Janahi
Gautam Tiwodriss
Hanan Al Shekar
Huda Hasan Ali
Karim Almaheri
Makartha San Al Habshi
Mohammed Al Baloooshi
Mohammed AlShechah
Mohammed Palwak
Nader Alhuali
Prarthap Bvis
Rameea Rabea
Sakina Jassim
Samiy Burgess
Shakil Mansoor Saber
Shekib Khan
Sheliga Noorti

CRAFT
Hasan Mohammad Ali Mohd Ali
Mariam Al Mowaid
Sara Hassan

CURVE JEWELLERY
Khulood Abdalqader

DAILY TRIBUNE
Aisha Buqais

DELOITTE & TOUCHE
Yousif Al-Jawer
INJAZ BAHRAIN
ANNUAL REPORT 2012
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FINANCIAL STATEMENT 30 June 2012

REPORT ON THE FINANCIAL STATEMENTS

We have audited the accompanying financial statements of Injaz Bahrain (‘the Project’), which comprise the statement of financial position as at 30 June 2012, and the statements of comprehensive income, cash flows and changes in equity for the year then ended, and a summary of significant accounting policies and other explanatory information.

DIRECTORS’ RESPONSIBILITY FOR THE FINANCIAL STATEMENTS

The Project’s Board of Directors is responsible for the preparation and fair presentation of these financial statements in accordance with International Financial Reporting Standards, and for such internal control as Board of Directors determines is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

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 about 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 in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity’s internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Project’s Board of Directors, 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.

August 2012
Manama, Kingdom of Bahrain

OPINION

In our opinion, the financial statements present fairly, in all material respects, the financial position of the Project as of 30 June 2012, its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards.
## Statement of Comprehensive Income and Changes in Fund Balance

### For the Year Ended 30 June 2012

<table>
<thead>
<tr>
<th>Note</th>
<th>2012 BD</th>
<th>2011 BD</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Income</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>donations</td>
<td>312,598</td>
</tr>
<tr>
<td></td>
<td>interest income</td>
<td>16,208</td>
</tr>
<tr>
<td></td>
<td>other income</td>
<td>313</td>
</tr>
<tr>
<td></td>
<td><strong>Total Income</strong></td>
<td>329,119</td>
</tr>
<tr>
<td><strong>Expenditure</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>administrative expenses</td>
<td>170,553</td>
</tr>
<tr>
<td></td>
<td>program expenses</td>
<td>62,039</td>
</tr>
<tr>
<td></td>
<td>depreciation</td>
<td>16,611</td>
</tr>
<tr>
<td></td>
<td>advertisement expenses</td>
<td>35</td>
</tr>
<tr>
<td></td>
<td><strong>Total Expenditure</strong></td>
<td>249,238</td>
</tr>
<tr>
<td></td>
<td><strong>Surplus for the Year</strong></td>
<td>79,881</td>
</tr>
<tr>
<td></td>
<td>other comprehensive income</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td><strong>Total Comprehensive Income for the Year</strong></td>
<td>79,881</td>
</tr>
<tr>
<td><strong>Changes in Fund Balance</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>at 1 July</td>
<td>516,140</td>
</tr>
<tr>
<td></td>
<td>at 30 June</td>
<td>596,021</td>
</tr>
</tbody>
</table>

### Statement of Financial Position

#### As at 30 June 2012

<table>
<thead>
<tr>
<th>Note</th>
<th>2012 BD</th>
<th>2011 BD</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>non-current assets</td>
<td></td>
</tr>
<tr>
<td></td>
<td>computers, furniture and fixtures</td>
<td>5</td>
</tr>
<tr>
<td></td>
<td>current assets</td>
<td></td>
</tr>
<tr>
<td></td>
<td>cash and bank balances</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td>accrued interest income</td>
<td>14,506</td>
</tr>
<tr>
<td></td>
<td>other assets</td>
<td>2,000</td>
</tr>
<tr>
<td></td>
<td><strong>Total Assets</strong></td>
<td>607,869</td>
</tr>
<tr>
<td><strong>Fund Balance and Liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>fund balance</td>
<td></td>
</tr>
<tr>
<td></td>
<td>accumulated surplus</td>
<td>596,021</td>
</tr>
<tr>
<td></td>
<td>current liabilities</td>
<td></td>
</tr>
<tr>
<td></td>
<td>social insurance payable</td>
<td>1,003</td>
</tr>
<tr>
<td></td>
<td>accrued expenses</td>
<td>600</td>
</tr>
<tr>
<td></td>
<td>other payables</td>
<td>10,245</td>
</tr>
<tr>
<td></td>
<td>total liabilities</td>
<td>11,848</td>
</tr>
<tr>
<td></td>
<td><strong>Total Fund Balance and Liabilities</strong></td>
<td>607,869</td>
</tr>
</tbody>
</table>

**Signature:**

Sh. Hessa Bint Khalifa Al Khalifa
Executive Director

Mr. Abdul Rahman Jawahery
Chairman
### STATEMENT of Cash flows

**FOR THE YEAR ENDED 30 JUNE 2012**

<table>
<thead>
<tr>
<th>Description</th>
<th>2012 BD</th>
<th>2011 BD</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>OPERATING ACTIVITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Surplus for the year</td>
<td>79,881</td>
<td>173,071</td>
</tr>
<tr>
<td>Depreciation</td>
<td>16,611</td>
<td>13,099</td>
</tr>
<tr>
<td>Interest income</td>
<td>(16,208)</td>
<td>(5,029)</td>
</tr>
<tr>
<td>Operating surplus before working capital changes</td>
<td>80,284</td>
<td>181,081</td>
</tr>
<tr>
<td><strong>Working capital changes:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other assets</td>
<td>(2,000)</td>
<td>-</td>
</tr>
<tr>
<td>Other payables</td>
<td>5,284</td>
<td>(2,015)</td>
</tr>
<tr>
<td>Social insurance payable</td>
<td>1,003</td>
<td>(882)</td>
</tr>
<tr>
<td>Accrued expenses</td>
<td>-</td>
<td>(827)</td>
</tr>
<tr>
<td><strong>Net cash from operating activities</strong></td>
<td>84,571</td>
<td>177,357</td>
</tr>
<tr>
<td><strong>INVESTING ACTIVITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Purchase of computers, furniture and fixture</td>
<td>(500)</td>
<td>(8,779)</td>
</tr>
<tr>
<td>Interest received</td>
<td>4,988</td>
<td>6,260</td>
</tr>
<tr>
<td>Net movement in term deposits</td>
<td>(171,926)</td>
<td>(188,265)</td>
</tr>
<tr>
<td><strong>Net cash used in investing activities</strong></td>
<td>(167,426)</td>
<td>(190,784)</td>
</tr>
<tr>
<td><strong>DECREASE IN CASH AND CASH EQUIVALENTS</strong></td>
<td>(82,867)</td>
<td>(13,427)</td>
</tr>
<tr>
<td>Cash and cash equivalents at the beginning of the year</td>
<td>349,994</td>
<td>163,421</td>
</tr>
<tr>
<td><strong>CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR</strong></td>
<td>67,127</td>
<td>140,994</td>
</tr>
</tbody>
</table>