



Hope Heals

2023 ANNUAL REPORT

DIGNITY STEWARDSHIP COMPASSION INTEGRITY HOPE

The Healing Power of Hope Drives Everything We Do



Hope has healing powers.

We see it through the resilient women who come to Zaman in crisis, but leave on a path toward sustainable employment. Hope is the ethos of our work, both in southeast Michigan and around the world. Hope is a means to restore self-worth, dignity, and the inner strength that poverty and crisis strip away. It drives every action we take at Zaman.

As we look to the future, there are three key things that will guide our work to bring hope to humanity.

Accessible health care is the next step in overcoming poverty in southeast Michigan.

With Zaman's health clinic opening in 2024, we will help our clients improve their health care outcomes, a critical step toward overcoming poverty that is often overlooked as women care and provide for their families. While we have offered health screenings in the past, this clinic will allow us to provide regular care onsite at no out-of-pocket cost for those who cannot afford to pay.

Zaman will continue to build around our strengths to break the cycle of poverty through sustainable employment.

The recent build-out of our client corridor in the Hope For Humanity Center includes new dynamic spaces aligned with what we do best — from addressing basic needs through social work and case management to providing literacy and vocational training or onsite employment. We will continue to build on these strengths to expand our mission of breaking the cycle of poverty through education, training, and sustainable employment.

Our international outreach has never been more important – and it will continue to evolve as Zaman grows.

We created Zaman to ease suffering and address poverty around the world wherever it exists. We help our donors bring hope to humanity internationally through strategic partnerships with organizations who provide crisis relief on the ground. As we grow as an organization, our international work will remain a part of what we do as we add partners who can broaden our reach.

Thank you for your continued support of Zaman. We could not unleash the healing power of hope without you.

Sincerely,

Najah Bazy

FOUNDER & CEO

Our Mission

Zaman is breaking the cycle of intergenerational poverty by empowering marginalized women to advance their lives through basic needs assistance, education, and workforce development.



Core Values

Stewardship

of others makes the world a better place. **We spend an era of time on earth and believe this gift should be spent in the service of those who need our support.** We demonstrate our stewardship by alleviating poverty every day and extending our stewardship to our donors, partners, and volunteers.

Hope

is the ethos of our work. **We exist to restore hope to humanity.** When basic human needs are satisfied, our clients believe in a day better than the one before and a promising future better than the past.

Integrity

is the basis for decision-making at every level of our organization. **We believe integrity is the guiding light** that delivers an ethical, trustworthy, honest paradigm that our clients, donors, volunteers, partners, and employees can expect every day.

Dignity

manifests itself every day in our human interactions. We believe women and children deserve a dignified experience that restores self-worth and empowers inner strength. **We uphold a person's dignity when poverty seeks to take it away.**

Compassion

begins with a commitment to a cause greater than ourselves. We are responsive, respectful, and helpful in all our interactions. We listen with love and concern. We exist to provide for the essential human needs common to each of us. **We manifest compassion through love, mercy, and equity.**

Zaman's Impact 2023



90¢

of every donated dollar directly supported programs*



58,649

People served in Southeast Michigan



1,491,519

People served globally



\$328,057

in clothing, household goods and financial assistance provided to clients



307,354

Pounds of food distributed



4,806

Volunteer hours



650+

Active partners



18,707

Hours of literacy and vocational training and instruction provided in academic year ending in 2023



9,568

Hours of employment provided to BOOST graduates at Hope For Humanity Center

*3-year average as verified by independently audited financial statements.

The Zaman Journey

Empowering women to achieve stability, sustainability, and self-reliance.



Enter the Hope For Humanity Center facing crisis and instability.



Address **basic needs** at Bayt Al-Zahra social services department.



Establish a **sense of belonging** and independence with other women with shared experiences.



Pursue **employment opportunities** at Zaman and throughout southeast Michigan.



Earn **education and training** via Zaman's workforce development, entrepreneurship, and adult education programming.

Who We Serve

Marginalized women, many of whom have been impacted by divorce, abuse, mental illness, and abandonment.

Many who identify as **Middle Eastern, North African and/or refugees**.

Many who speak **English as a second language** while 100% experience digital literacy barriers.

Nearly **100% live below the federal poverty level** and risk their families being trapped in poverty for generations.

Live in southeast Michigan, with concentrations in **Inkster, Dearborn, Dearborn Heights, and Detroit** — cities with unemployment and poverty rates among the highest in the state.



Zaman's Long-Term Impact *Since 2010*



2,753,784

Pounds of food distributed in Southeast Michigan



483,627

People served in Southeast Michigan



4,795,992

People served globally

Could You Survive on \$1,000 a Month?

Zaman's typical client is a mother with two or more children trying to support her family on \$12,000 or less a year – a figure that does not come close to paying for food, clothes, housing, transportation and other basic needs essential to living a healthy and dignified life.

The Zaman Difference



\$600

Provides four trips to Good Deeds Resale Shop for clothing and housewares for a family throughout the year.



\$1,100

Sends a client through vocational training and workforce coaching across 12 months.

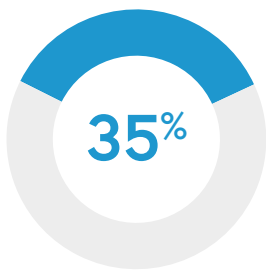


\$1,320

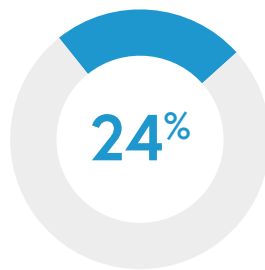
Sends a family of four to Zaman's Client-Choice Food Pantry 12 times throughout the year.

Serving the Poorest of the Poor Living in Wayne County

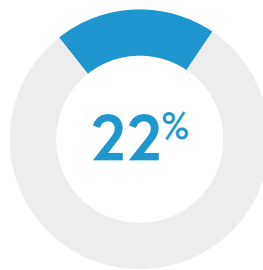
With more than one in five residents in Wayne County living in poverty, Zaman serves many communities with poverty rates **two or three times** the national average.



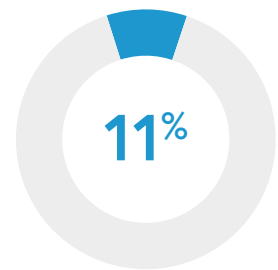
Inkster



Dearborn



Dearborn Hts.



United States

Poverty Rates of Key Cities Served by Zaman

Meeting Basic Needs

Through Zaman's social services department – Bayt Al-Zahra – we provide basic needs support to our clients built around the concept of client-choice, which brings dignity to their experience. In addition to our food pantry and Good Deeds Resale Shop, we host numerous drives at our Hope For Humanity Center throughout the year that provide timely support based on the season.



Ramadan Food Drive

served more than 1,400 individuals with Ramadan specialty items ensuring clients and their families enjoyed culturally sensitive food.

Spring Holiday Shoppe

provided toys and holiday-themed food boxes to over 350 families for Eid.



Backpack Drive

helped prepare nearly 700 kids for school year while providing health screenings, eye exams, and yoga classes.



Thanksgiving Drive

provided 1,370 individuals food for the Thanksgiving holiday.



Winter Coat Drive

served 550 children with coats, hats, and gloves while offering health screenings and mindfulness sessions.

Winter Holiday Shoppe

provided toys to nearly 500 children for the holiday season.



Thank You, Partners!

Zaman's basic needs drives are possible through the generous support of our donors and partners. Our drive partners in 2023 included:

AAC Coaching, LLC
Blessing Bags
Church of Jesus Christ of Latter-day Saints
Circle of Friends
Dearborn Pharmacy and Apothecary
Financial One Accounting
Gleaners Community Food Bank
Hunger Relief, Inc

Imam Ali Association
Islamic Relief USA
Lions Club
National Kidney Foundation
Project Linus
United Way for Southeastern Michigan
Wayne Metro Community Action Agency

R.I.S.E.

A Path to
Self-Sufficiency,
Empowerment, and
Independence



Women who come to Zaman initially meet with a social worker in Bayt Al-Zahra for a full assessment of their needs and barriers. Zaman's case managers then guide the client to develop strength-based goals and a plan of service. This includes basic needs support from the client-choice food pantry and Good Deeds Resale Shop that helps stabilize her household by addressing all urgent needs.

Through the process, our team also identifies clients who are good candidates for employment and are provided additional program resources through its Reaching Independence and Self-sufficiency through Empowerment (RISE) program. RISE clients can enroll in Zaman's BOOST courses and training programs to work toward their individual employment goals or start an entrepreneurial venture. These long-term goals are managed with social workers and case managers over the course of nine to 12 months.



PROGRAM EXCELLENCE

Community Foundation for Southeast Michigan Recognizes Zaman's Impact

The Community Foundation for Southeast Michigan presented Zaman with the Richard F. Huegli Award for Program Excellence. Accepted by CEO and Founder Najah Bazy, the award honors a nonprofit each year that demonstrates high standards in human services programming and belief in human potential.

Community Foundation for Southeast Michigan President Ric DeVore presents Najah with the Richard F. Huegli Award for Program Excellence.

SEEING THE POSSIBILITIES

A Culinary Career Takes Flight at Detroit Metro Airport



Like many immigrants, Ghada Alkhalyfat struggled to adjust to a new language and culture while helping her family settle in the United States after arriving from Iraq.

With her home catering business struggling, Ghada turned to Zaman as she worked to support her family. Determined to translate her passion for cooking into a sustainable career, she enrolled in Zaman's English as Second Language, culinary arts, and workforce readiness classes.

Amid the journey, Ghada transformed from a shy student uncomfortable speaking English and hesitant to stray from her traditional cultural dishes, to an adventurous cook exploring new culinary dishes and cooking techniques. As her English language skills grew, she also gained independence from relying on family members as translators.

"I have been in America for five years and have been going to many English classes, this is the first time I have learned so much," said Ghada. "Zaman has opened my eyes to the possibilities."

Those possibilities increased as Ghada earned her industry credential as a Kitchen Cook from the American Hotel and Lodging Association while studying at Zaman.

Toward the end of Ghada's training, Zaman announced there was a culinary job opportunity with DO & CO, a gourmet entertainment company at Detroit Metro Airport.

She jumped at the opportunity, navigating two rounds of interviews. While her uncle attended the first interview to assist with translation, Ghada did not need his support and completed the second interview on her own – earning the job with a starting wage of \$18 per hour.

"Ghada landed the job with flying colors," said Gigi Salka, Zaman's Chief Workforce Development Officer. "She was hired at the highest level of the company's pay scale for that position and now has a full-time job at a livable wage with medical and retirement benefits. That's exactly the outcome our programs are designed to deliver."

"I have learned so much. Zaman has opened my eyes to the possibilities."

Ghada Alkhalyfat
Zaman BOOST graduate

BOOST-ing Resilient Women

Graduates Add Their Own Chapter to Breaking the Cycle of Poverty



Chef Sheri Blanton *Zaman's First Apprentice Comes Full Circle in Rising Hope Bakery*

Having served as Zaman's first-ever apprentice in 2019, Sheri's Zaman journey has come full circle since she came through the Bayt Al-Zahra social services department in 2017. After settling in and earning her certification as a kitchen cook through BOOST, she took on regular employment at Zaman as Kitchen Manager for several years.

Today, Sheri leads Rising Hope Bakery, our professional bakery which produces a signature cookie line inspired by the women Zaman serves. Her work includes oversight of our first-ever baking apprenticeship as she shares her lessons and experience with other women working to complete the program and find sustainable employment.

"The women here at Zaman are amazing women. We are strong women. We are women with wisdom and knowledge, and we've been through some things – but we can stand up and be champions now."

Lamieaa Khalkhal *Industrial Sewing Machine Operator Following in Her Father's Footsteps*

Lamieaa started sewing at the age of 15 learning from her father who owned a small sewing shop in Iraq. Ten years ago, she arrived in the U.S. unable to speak English but with an exceptional desire and passion to succeed. She joined Zaman's industrial sewing program in 2022 with the goals of sharpening her professional sewing skills, acquiring a sewing machine, and ultimately starting her own small workshop. In April, she accepted a job at Roush Enterprises making \$18 per hour, where she became the first woman wearing a hijab on the floor among 50 other sewing operators who work for the automotive supplier.



▲ Advisory Council Members Marwa Berro and Terrell Hemphill present their research to emerging leaders at the 2023 Southeast Michigan Workforce Leadership Academy to help foster a better understanding of what makes workforce development programs successful.

Marwa Berro *Former Client Sharing Zaman Experience with Nation*

A graduate of BOOST's (Building Ongoing Opportunities through Skills Training) culinary arts program, Marwa is sharing her experience, insights, and research to improve workforce development programs across the country.

As an advisory council member for a worker-centered benchmarking project with national nonprofit Corporation for a Skilled Workforce, Marwa draws directly on her experience at Zaman. She's playing a key role in assessing if workforce development programs are achieving success within the community they serve.

"As a full-time mother of two daughters, I understand the challenges of re-entering the workforce after a significant break. Upon returning to Michigan in 2021, I faced difficulties in finding suitable employment due to changes in the job market. I was fortunate enough to receive training through Zaman."



Asmahan El-Orra *Baking Apprentice and Entrepreneur with Her Own Pop-up Business*

Asmahan is Zaman's first baking apprentice. A native of Brazil, Asmahan brings her knowledge of South American desserts and a passion for pastries to the apprenticeship, where she works directly with Chef Kim Marks-Ball in Zaman's state-of-the-art Rising Hope Bakery. A student in BOOST's culinary arts and entrepreneurship classes, she also collaborates with Chef Kim on weekly projects. She also has her own pop-up bakery business which offers simple, delicious recipes at Zaman's weekly café lunches and via Instagram.

Instagram: @simpledelishrecipes

The Biggest Year Yet

Zaman's Workforce Development Program Is Reaching New Heights

Our Students Completed 18,000+ Hours of Instruction

Taking classes ranging from literacy to workforce readiness to professional sewing and culinary arts, **126 resilient women completed more than 18,000 hours of instruction at Zaman.** This marked the biggest academic year yet for Zaman's vocational and workforce development program BOOST (Building Ongoing Opportunities through Skills Training).



BOOST graduate and sewing apprentice Keisha Williams speaks at BOOST's annual recognition event as Chef Kim Marks-Ball (middle) and Culinary Apprentice Israa Youisif look on.



For the second straight year, Zaman's adult vocational and literacy program ranked in the top 10 in the state of Michigan.

Adult Education Program Ranked in Top 10

For the second straight year, Zaman's adult vocational and literacy program ranked in the top 10 in the state of Michigan. The ranking is determined annually based on adult learner outcomes such as educational gains, employment after program exit, and median wage earnings if employed.

Literacy Teachers Join National Initiative on Digital Equity

At the invitation of the state of Michigan, two of Zaman's literacy teachers, Samar Raad and Neam Zalzal, were selected to take part in the Digital Resilience in the American Workforce (DRAW) initiative. Upon completion in 2024, both women, who have been with Zaman since 2017, will be certified digital literacy and equity trainers. The program trains instructors in adult digital literacy and offers participants an opportunity to engage in peer learning and develop plans for using materials to enhance digital literacy instruction.



Zaman is one of the few programs in Michigan that continues to provide distance learning instruction to ESL students. The DRAW initiative will enhance our teachers' ability to continue to provide highly effective instruction digitally and places Zaman at the forefront of best practices.

39

Students in Zaman's BOOST program earned at least one state or national certification during the past academic year, which better positions them to pursue sustainable employment.

Zaman celebrated the academic achievements of Zaman's resilient women – who completed more than 18,000 hours of instruction this year.

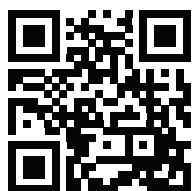
Rising Hope Bakery Prepares for Growth

One of Zaman's signature workforce development programs, Rising Hope Bakery, which was founded by a longtime donor, unveiled rebranded packaging designed to present its gourmet cookie line in a more vibrant and uplifting way. The new look better captures the mission of empowering resilient women to pursue careers that help lift their families out of poverty.

"Cookies were so delicious and fresh. The order was delivered fast and the service is excellent."

"Amazing cookies, great quality, my favorite was the fudge brownie cookie. Greatly packaged and taste great."

Reviews from [RisingHopeBakery.com](https://www.risinghopebakery.com)



**Take on Poverty,
One Cookie at a Time**

Proceeds from the cookies support Zaman's vocational training programs. Order yours today!

[risinghopebakery.com](https://www.risinghopebakery.com)

Maison Farola Makes Extraordinary Gift

Profits from Livonia Floral Shop Helps Sustain Zaman Work

Sisters-in-law Oula Siblini and Farah Saleh founded the e-commerce flower shop Maison Farola with the goal of creating a profitable business that gave them the flexibility to raise their children while positively impacting women and mothers in southeast Michigan. Along the way, they built one of Metro Detroit's top floral brands.

In 2023, Oula made an extraordinary gift of transferring her half ownership of Maison Farola to Zaman International for the work it does to move women from poverty to self-reliance.

"From day one at Maison Farola, we wanted to create a profitable business that could do good in the world," said Oula. The woman-owned company has two full-time employees besides Saleh and employs more than a dozen contractors – mostly mothers – during busy holiday seasons.



"It warms my heart to know that when people buy a beautiful floral arrangement, they're also supporting mothers and women who've been pushed to the margins of society but are resiliently lifting their families out of poverty."

Oula Siblini
Co-founder,
Maison Farola

▲ Zaman Board Chair Gehad Alawan and Organizational Strategist Sumreen Ahmad present Zamanitarian Oula Siblini with an award for her generosity at the California VIP event in October.



Buy Flowers, Fight Poverty

Maison Farola's luxury floral arrangements for all occasions can be purchased online, which supports Zaman's mission.

maisonfarola.com

Coming Together to Create Hope

Every year Zamanitarians gather to celebrate our work bringing hope to humanity. These events raise awareness and resources for our mission to break the cycle of poverty. Collectively, these events raised more than \$467,000 in 2023.



1,000 Women, 1,000 Smiles Mother's Day Brunch May 6

This year's Mother's Day Brunch was the largest yet, with 1,000 women coming together to support Zaman's mission. The beautiful Saturday was filled with raffles, desserts, a marketplace featuring the work of our sewing and culinary graduates, and, best of all, the company of Zamanitarians committed to providing hope for humanity.

Honoring Randa Abdallah Run Walk Picnic September 23

More than 1,000 participants attended the 14th annual Run Walk Picnic on a beautifully sunny September Saturday at Ford Field Park in Dearborn. Hosted by Zaman's Detroit Run Team, the event featured two kids' runs, a 5K run, a 5K walk, and many family activities, with proceeds supporting Zaman's mission. Family members of the late Randa Abdallah – a committed Zamanitarian and member of our Detroit Run Team who passed away this year after a long battle with cancer – joined event participants and local dignitaries for the ribbon-cutting to kick off the 5K memorial walk named in her honor.



Hope Works Very Important Philanthropy Gala February 11

With the theme of "Hope Works," the 14th annual Very Important Philanthropy gala hosted 350 of Zaman's top supporters at the Henry Hotel in Dearborn. Emceed by WDIV-TV's Christy McDonald, the programming celebrated Zaman's growing workforce development and employment programming.



Celebrating Service Community Iftar Dinner March 25

The 17th Community Iftar Dinner brought together over 700 Zamanitarians to celebrate our mission under the theme of "Hope Works" during the holy month of Ramadan at the Bint Jebail Cultural Center in Dearborn. The generosity and smiles of attendees were on full display, creating another memorable Zaman moment.



Hope Shines in Sunny California

Zaman took our message of hope for humanity to sunny California for a Very Important Philanthropy Gala on October 22 at the Westin Anaheim. Hosting approximately 85 "West Coast" Zamanitarians, it marked the first time Zaman held a major event outside of Michigan.

California is home to a strong and active group of humanitarians who support Zaman and are committed to breaking the cycle of poverty wherever it exists. CEO Najah Bazy, Board Chair Gehad Alawan, Organizational Strategist Sumreen Ahmad, and other Zaman board members and staff raised awareness about Zaman's mission while discussing how the organization's client-centric support model can be replicated in other places based on local needs.



▲ Tony-A ward winning film producer Mike Mosallam receives the "Making a World of Difference" award from Zaman's Chair Gehad Alawan and Organizational Strategist Sumreen Ahmad. Mosallam has generously supported the food pantry, literacy, vocational training, workforce development, Orphan Hope, infant burial program and much more.

The Next Step to Ending Poverty...

Improving Health Outcomes

Zaman believes all people deserve the opportunity to live healthy lives, and that creating equitable health care outcomes for low-income families is a critical step in breaking the cycle of poverty. Providing women, especially mothers, with access to affordable health care that prioritizes their wellness and increases preventative care, not only improves their lives, it strengthens their households.

In 2024, Zaman is set to open the Zaman Community Health Center to help our clients manage chronic disease and mental wellness. Its mission is to offer affordable and accessible quality health care with no out-of-pocket costs. Led by our Health Services Director and Certified Nurse Practitioner Maya Mortada and volunteer Chief Medical Director Dr. Karen Weaver, the clinic is designed to be a place that offers exceptional, culturally competent and compassionate health care to systematically disadvantaged women regardless of their ability to pay. The clinic will rely on volunteers from the health care field and feature an advisory board of local physicians, nurses, and other health care providers.



Chronic Disease Management Course Draws 200+ Women

As Zaman built out its health care clinic in 2023, it continued to hold related programming, including a six-week chronic disease management educational course to empower women to improve their health and well-being. The course, available in English and Arabic and held several times in 2023, provided the tools to more than 200 women to make lifestyle changes to help treat and prevent chronic disease or illness.

Thank You for Your Support!

Zaman thanks those who have provided generous support for this new program. We continue to secure grants and funding to cover the Zaman Health Clinic's expenses and ensure it can serve patients regardless of their ability to pay.



THE CHURCH OF
JESUS CHRIST
OF LATTER-DAY SAINTS



For more information on how to support this and other programs, contact Paula Brown at pbrown@zamaninternational.org.

Donate. Volunteer. Partner.

Help Break the Cycle of Poverty

There are many ways to help Zaman as it empowers women to break the cycle of poverty in Metro Detroit and around the world.

Donate.

- Become a monthly donor.
- Make a planned annual or estate gift.
- Donate in cryptocurrency or stocks.
- Honor a loved one by donating in their memory.
- Increase your impact through employer matching funds.
- Use Zelle to donate: info@zamaninternational.org.

Volunteer.

- Provide in-kind professional expertise – from technology to marketing to fundraising skills.
- Serve clients and students in Zaman's food pantry, industrial sewing center, culinary kitchens, Good Deeds Resale Store, and literacy center.
- Support seasonal distributions and fundraising events.
- Become a program intern or volunteer tutor.

Partner.

- Offer employment and contract opportunities for culinary and industrial sewing graduates.
- Become a strategic thought partner, utilizing professional skills and knowledge to elevate Zaman's impact.
- Sponsor an annual fundraising event.
- Provide in-kind contributions or funds to support Zaman programs or donation drives.



Dr. Karen Weaver *Zaman Chief Medical Director*

Dr. Karen Weaver is a family physician who grew up in Michigan. After her medical career took her out of state, including to Duke University Medical Center, she returned to work in Metro Detroit at what was Annapolis Hospital. Currently, she leads a residency program for Corewell Health (formerly Beaumont Hospital-Wayne) teaching young doctors breaking into the profession.

Having learned of Zaman's efforts to create an onsite health care clinic at the Hope For Humanity Center, Dr. Weaver volunteered to serve as the Chief Medical Director. She will help oversee the clinic, which will help unlock one of the toughest barriers to breaking the cycle of poverty – access to quality health care.

"I'm passionate about caring for every patient in a compassionate, culturally competent quality way where every patient should get the same health care, no matter their zip code, country of origin, or skin color," Karen said.



A Dignified Welcome

Michigan Designates Zaman as Lead Refugee Support Organization

Zaman's longtime role in refugee resettlement is expanding in a significant way as the state experiences an influx of refugees. In fall of 2023, Michigan named Zaman a lead organization in refugee assistance and welcoming efforts due to our previous success in supporting refugees with basic needs upon arrival in southeast Michigan.

Our expertise and insights will help shape resettlement efforts throughout the state as we advance private sponsorship opportunities through Welcome Corps, an initiative led by the U.S. Department of State. Through Welcome Corps, groups of private citizens can apply to sponsor refugees from around the world, making a difference in the lives of those seeking safety and freedom and in their own communities. Sponsor groups, with the guidance of Zaman and other Private Sponsorship Organizations throughout the country, welcome newcomers by helping them to secure initial housing, find employment, and enroll children in school.

Zaman's client services department also continues its critical role in providing basic needs and resettlement support to refugees sponsored through Welcome Corps and through traditional resettlement pathways.

"We're proud to be working to ensure that Michigan's newcomers are welcomed with dignity and compassion and have the support they need to thrive during what is a difficult transition."

Monica Boomer
Chief Impact Officer,
Zaman

Hands of Mercy

Mission Trip to Iraq Hospital and Orphan Schools

In May, Zaman CEO and Founder Najah Bazy led a small delegation of health care professionals and volunteers as part of its first official mission trip in partnership with Imam Al-Hujjah Hospital, a reputable health care nonprofit in Karbala, Iraq.

The hospital provides a wide range of medical services, including emergency care, surgery, radiology, laboratory services, and specialized care for women and children.

"It was an inspirational trip that reflects how Zamanitarians can have an impact nearly anywhere in the world through our international partnerships," Najah said. "The hospital is aligned well with Zaman's mission of empowering women and children to break the cycle of poverty." At the end of the trip, the Zaman team received the "Hands of Mercy Award" from Imam Al-Hujjah Hospital.



Joining Najah on the weeklong trip were Senior Liaison Mohammed Sadiq Qazwini; and three advanced practice nurses from Michigan: Eman Hazimi, Christina Hazime, and Zainab Ali Hachem.



During the trip, the three nurses volunteered at the hospital, conducted workshops, trained nurses and provided recommendations for improving care and efficiency.

"Zaman continues to support orphans in need globally. It was good to see firsthand how Zaman's support from so far away helps provide such great care to these children."

Najah Bazy
CEO and Founder, Zaman



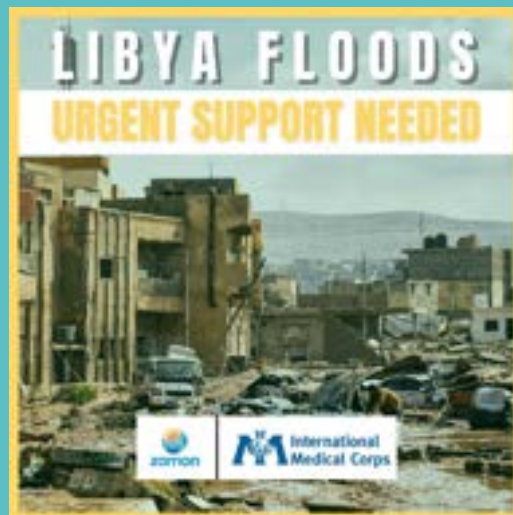
The delegation visited various projects of the Development & Relief Foundation, the mother organization for Imam Al-Hujjah Hospital, including two schools that primarily serve orphans -- Al-Sadiq Elementary School and Al-Salihat Academy, which Zaman has previously supported.

Zaman's Global Footprint

Through donor support, Zaman is helping serve humanity in 26 countries by working with international partners who provide disaster relief, humanitarian aid, access to potable water, and support for orphans.



In 2023, Zaman held targeted relief campaigns for the war in Gaza, flooding in Libya, and the earthquake in Morocco.





Giving Hope to Gaza

With a devastating humanitarian crisis unfolding in Gaza, Zamanitarians rallied to support the hundreds of thousands of Palestinians displaced by the conflict which blocked food, water, fuel, and other critical resources. As part of its Give Gaza Hope campaign, Zaman raised more than \$400,000 to help our international partners provide humanitarian aid on the ground in Palestine.



Board of Directors



Najah Bazzy, RN, PhD

FOUNDER | CEO



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Assistant Professor, Department of Communication,
Wayne State University



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SECRETARY

Member, Bush Seyferth PLLC



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BOARD MEMBER

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Gehad Alawan

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Financial Advisor,
Progressive Wealth Group, Equitable LLC



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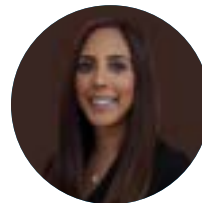
Partner, Contemporary Dentistry



Sumreen Ahmad

ORGANIZATIONAL STRATEGIST

Global Change Management Lead,
Accenture



Farah Harb-Tallib

BOARD MEMBER

Talent Project Manager,
Ford Motor Company

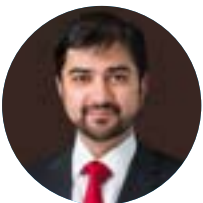


Jamele Hage

BOARD MEMBER

Healthcare Law Arbitrator,
American Arbitration Association

National Advisory Board



Adil Haque

Partner, Client Relations and Capital Raising,
EQT Partners



Amanda Jawad

Attorney and
Meditation Teacher

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Organizational Historian; Principal, Strategic Partnerships, PSCU

Mr. Ali K. Bazzi

Consultant, Progressive Management Company, LLC

Dr. Rima Charara

Adjunct Professor, Wayne State University

Dr. William H. Restum

PhD - Former Executive, Detroit Medical Center,
Health Care Consultant

Mr. Hussein Siblini

Owner, New Yasmeen Bakery

The Honorable Judge David Turfe

20th District Court, Dearborn Heights, Michigan
Chairman, Run Walk Picnic

Financial Summary

Statements of Activities For the Year Ended December 31, 2023

REVENUE AND PUBLIC SUPPORT	Unrestricted	Temporarily Restricted	Total
Contributions	1,614,820	370	1,615,190
Grants	696,510	174,800	871,310
In Kind Contribution			
Food, Clothing, and Household Items	199,751	–	199,751
Facilities and Services	182,577	–	182,577
Sale and Donated Items	381,957	–	381,957
Special Events <i>Net of expenses of \$121,667</i>	277,284	–	277,284
Other Revenue	112,043	–	112,043
Gain on Disposal of Property and Equipment	2,061	–	2,061
Net Assets Release from Restriction	198,614	(198,614)	-
Total Revenue and Public Support	3,665,617	(23,444)	3,642,173
EXPENSES			
Program	2,558,902	–	2,558,902
Management and General	357,686	–	357,686
Fundraising	89,679	–	89,679
Total Expenses	3,006,267	–	3,006,267
Change in Net Assets	659,350	(23,444)	635,906
Net Assets: Beginning of Year	2,211,632	249,326	2,460,958
Net Assets: End of Year	2,870,982	225,882	3,096,864

*Per 2022 independently audited financial statements



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Zaman is proud to be a GuideStar Platinum-Level Organization, a Charity Navigator Four Star Charity, and top-rated by GreatNonprofits. It also holds accreditation from the Better Business Bureau.

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