

2024 ANNUAL REPORT

Hope isn't just an idea; it's the thread that weaves us together, the light in moments of struggle, and the driving force behind every transformation. It defines how we care, how we give, and how we create lasting impact.



Hope Defines Us

Hope defines the human experience. It can fuel inspiring transformation and achievement and change lives while creating a better world for everyone in it. Conversely, when hope is stripped away, the world can feel extraordinarily cold and cruel.

Simply put, hope defines us – today and into the future.

At Zaman, hope is critical for the women we serve locally; amid crisis and extreme poverty, hope provides the ability to imagine a better future and then work toward it. For those we support internationally, hope is the bridge to a better day with the dignity, safety, and health everyone deserves.

At Zaman, hope is built on the trust, safety, and stability we create within the walls of the Hope For Humanity Center. That hope is put into action through education, vocational training, and employment.

Internationally, that hope comes in the form of food, medicine, and access to clean water and electricity. It sends a message of love amid unimaginable hardship and suffering. It lets our brothers and sisters in humanity know that there are people in the world who care, and who are sending help.

Hope defines every aspect of our work at Zaman.

The Women We Serve Define Their Own Hope

While hope defines our mission, it is up to the women we serve to define their own hope and let it shape their unique journey. We simply work to ensure that they have the ability to decide what they want for their future and the future of their family.

We accomplish this first by providing for basic needs. Once stability is achieved, we provide the holistic wraparound services and resources to create and shape the sustainable lives they want. It is what separates Zaman from other organizations, and it is essential to our clients' success as we meet them where they are and build around their strengths and goals.

2024 Brought Increased Focus on Health Care

The women we serve are the first to take their children to the doctor, but last to take themselves. That must change if we are to achieve our mission of breaking the cycle of intergenerational poverty. Mothers are the foundation of their family. If they fall, so will their children, and so will their children's children.

In the past year, Zaman has more clearly defined and refined our mission locally and is now taking on access to health care in a new, more impactful way. Poor nutrition, disease, and illness often contribute significantly to intergenerational poverty. While we have provided limited health education and screenings in the past, we proudly expanded that focus and available resources this year by opening our Community Health Center.

Health Center Next Step to Empower Women

Zaman's new Community Health Center is a major step toward empowering women to lift their families out of intergenerational poverty. Healthier mothers make stronger families, which make stronger communities and countries, and eventually a stronger, healthier world.

It is another way that Zaman is allowing hope to define us, while we empower women to deploy hope to define their future.



Najah Bazzy

Najah Bazzy
FOUNDER & CEO



OUR MISSION

To facilitate change and advance the lives of marginalized women and children by enabling them to meet essential needs common to all humankind.



Core Values

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.

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.

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.

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.

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.



BY THE NUMBERS

Zaman's Long-Term Impact

Since 2010



2,800,000+

pounds of food distributed in Southeast Michigan



540,000+

people served in Southeast Michigan



5,000,000+

people served globally

WHAT IS A ZAMANATARIAN?

Zamanitarians are ambassadors of integrity, advocates of dignity and compassion for all, and stewards of hope for humanity.



We provide the basics no one should be without.

In a world as prosperous as ours, no one should go hungry or be left without clothing. Unfortunately, too many parents are forced to pick between feeding their families and paying for housing, utilities, and other life essentials. Zaman provides food, clothing, and other assistance to stabilize the families we serve throughout the year. This is the first step in facilitating change and advancing the lives of marginalized women and children by enabling them to meet essential needs common to all humankind.

Through Zaman's social services department – Bayt Al-Zahra – we provide basic needs support built around the concept of client-choice, which fosters a dignified experience for our clients. In addition to our Client Choice Food Pantry and Good Deeds Resale Shop, host numerous humanitarian distributions at our Hope For Humanity Center throughout the year that provide timely support based on the season. These services help stabilize households by meeting urgent needs

Our Client Choice Food Pantry is fighting hunger by supplying approximately 450 families per month with nutritious food options.



350,000+

pounds of food distributed in 2024

\$400,000+

in clothing, household goods, and financial assistance in 2024

772

total clients received services or support in 2024







Winter Coat Drive

Nearly 200 client families received over 400 winter coats for children and teens and 8,000 pounds of dairy and fresh produce while having access to health screenings and vaccines.

Ramadan Food Distribution

More than 2,000 individuals received specialty items helping clients and their families enjoy culturally sensitive food during Ramadan.

Spring Holiday Distribution

Nearly 600 children, ages 1 to 17, were gifted toys as their families received holiday-themed food boxes through at our annual Eid Distribution in April.

Thanksgiving Distribution

Approximately 350 families were provided seasonal food items for the Thanksgiving holiday.

Day of Dignity

More than 200 cleaning and hygiene kits, 600 backpacks, and 4,500 pounds of food were distributed while attendees had access to health screenings, vaccines, vision exams, haircuts, ice cream, crafts, and yoga.

Plots for Tots

One of Zaman's earliest initiatives, Plots for Tots, assists families that cannot afford a proper burial for their fetus, infant or toddler. To date, the program has assisted nearly 80 families with burials. Each year, the Zaman Detroit Run Team completes a landscaping and beautification project to maintain the burial sites.











New Health Center Focuses on Time Equity, Preventative Care, and Education

The lack of access to quality health care has long been a root cause of poverty, perpetuating the cycle from generation to generation. Many of the women Zaman serves selflessly put their health and wellbeing last as they care for their families. Sadly, this inequity of time for their own care puts them in a vulnerable position where one illness or accident can strip away their ability to earn an income.

This June, Zaman opened its new Community Health Center and began providing essential mental and physical health services for clients with a focus on preventative care. The Community Health Center works to help clients prioritize their health, focusing on time equity and health education to ensure better health outcomes for the whole family.

SERVICES

- Wellness exams and preventative screenings
- · Chronic disease management

- Mental wellness support
- Pharmacy and nutrition education

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While meeting basic needs is essential to creating stability, education is the key to many of Zaman's clients achieving sustainability. Our English as a Second Language literacy and pre-GED classes provide women better language skills to navigate everyday life while opening opportunities to pursue further postsecondary education or employment. It is a critical step to creating the sustainable, dignified life they deserve.

Zaman's adult literacy program is regularly ranked in the top 10 in the state of Michigan. From basic reading, writing, and conversational skills to college or career readiness, our English as a Second Language literacy program is adaptable to the path our clients choose for themselves.



we serve through education and literacy.

Family Literacy Day

We hosted a Family Literacy Day in February, welcoming Zaman's adult students and their families for a day of storytelling, word games, arts and crafts, and a book distribution. Our literacy courses not only give women the English language skills needed to begin a career or pursue higher education, but also to engage with their children's learning and gain confidence and self-sufficiency.

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Zaman provided more than 18,000 hours of literacy and vocational training and instruction in the academic year ending in 2024.

BOOST: Building Ongoing Opportunities through Skills Training

As Zaman's workforce development and onsite employment program, BOOST provides a safe and secure place to attain the education, life skills, and experience needed to earn sustainable income through employment or entrepreneurship.

Garment and Industrial Sewing

Vocational sewing allows students to pursue traditional employment or entrepreneurial tracks suited to their interests and aptitudes. Students access numerous sewing training pathways including apprenticeships registered with the U.S. Department of Labor as they prepare for opportunities as a professional seamstress or high-demand jobs in industrial sewing.

Culinary Arts

Using two state-of-the-art commercial kitchens, Zaman's culinary arts programming provides the training students need for careers in the restaurant, hospitality, and bakery industries — or their own food-based small business venture. We offer national certifications through the American Hotel and Lodging Association and apprenticeships registered with the U.S. Department of Labor.

Supporting Budding Entrepreneurs

Entrepreneurship training equips students with a business-ready mindset so they can start and grow a business while creating opportunities to sell commissioned items and hold pop-up events. Our graduates can develop strategic business plans, market their business, and pass the U.S. Entrepreneurship Certification Exam.

Career Development

Students enrolled in vocational training or entrepreneurship classes at Zaman concurrently are required to take career development classes. We provide the skills and career awareness and readiness needed to pursue further study or ace a job interview.

A sustainable job is the best way to break the cycle of poverty.

We help our clients curate their own journey from crisis to stability, and from stability to sustainability based on their unique strengths, talents, and goals. Whether they want to start their own entrepreneurial venture out of their home, launch a small business, or pursue traditional employment, we have a path for them. In our biggest mission point, we provide onsite employment for our clients to gain professional skills in a safe place as they prepare for employment outside of Zaman.

2024 Highlights



Celebrating Another Successful Academic Year

BOOST provided approximately 140 women with literacy, vocational training, career development, entrepreneurship coaching, and more this year. We hosted our annual recognition ceremony to celebrate their achievements ranging from passing literacy or entrepreneurship exams to earning national certifications in the culinary arts or vocational sewing.



Pitch Day Showcases Student Small Business Plans

Ten new small businesses were created by this year's entrepreneurship cohort, who presented their business plans to a panel of partners and judges at Zaman's Pitch Day competition. Jaquita Stevens earned first place in the competition for her future hairstyling business, Pretty & Gorgeous Studio.

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Providing onsite jobs is our ultimate mission point.

Providing jobs that pay our clients livable wages at the Hope For Humanity Center allows them to gain professional experience in a safe environment as they prepare for employment and careers to sustain their family once they leave Zaman.



Stitch Lab

Our Stitch Lab factory employs graduates with national certifications earned through our vocational sewing program while providing hands-on learning opportunities by our students. It provides a chance to earn living wages through employer partners or commissioned projects with our professional instructors providing oversight. Sewing services include: textile product development, small batch manufacturing, cut-and-sew manufacturing, and tailoring and alterations.

Culinary Lab

Culinary Lab employs graduates with national certifications earned through our vocational culinary program. It provides a chance to earn living wages and learn catering services, gourmet desserts, custom-made cakes and cookies, product development, customer service, and other skills needed as a chef or baker.





Rising Hope Bakery

Rising Hope Bakery employs Zaman graduates as we produce professional quality baked goods, including our signature gourmet cookies. In addition to providing onsite employment, sales support our workforce development programming.

Graduates of BOOST were provided nearly 5,000 hours of employment at the Hope For Humanity Center in 2024.

"We are here to support you in what you decide you want for yourself. The kind of life change you want. The kind of job you want. The kind of career you want. The future you see in your mind, but also see in your heart."

NAJAH BAZZY, CEO AND FOUNDER, ZAMAN

We set up our clients for success after they leave Zaman.

At Zaman, we are committed to ensuring our students are prepared to thrive in the workforce after they graduate. We provide career navigation resources to assist with career exploration, résumé building, and employer engagement.

Career navigation services help clients overcome workforce barriers, set career goals, develop employment plans, and thrive at work. BOOST students work with Zaman's career navigator to:

- Develop a career employment plan by identifying careers that suit them.
- Conduct mock interviews to prepare for professional workplaces.
- Complete and submit various applications and paperwork.
- Connect to resources to improve work performance.



When refugees knock on the door, we answer.

Zaman's earliest work dates back to helping Iraqi refugees fleeing conflict in the Persian Gulf in the 1990s and has continued to support subsequent surges in refugees from Afghanistan, Congo, Syria, Ukraine, and other war-torn countries.

Over the years, we have developed unique expertise in supporting refugee resettlement helping clients adjust to a new culture, overcome language barriers, and acclimate to life in a new country. Immigrant and refugee women are able to work with our case management team to earn education, vocational training, and income in a culturally sensitive and safe environment with bilingual staff and social workers who meet them where they are.



Shaping Refugee Work Across Michigan.

In 2024, Zaman continued to serve as Michigan's lead Private Sponsorship Organization (PSO) providing refugees a dignified welcome. Our expertise and insights helped shape resettlement efforts throughout the state by providing private groups of citizens sponsorship opportunities through Welcome Corps, an initiative led by the U.S. State Department. The private sponsorship groups welcome newcomers by helping them secure initial housing, find employment, and enroll children in school.

Meet Rim Al Khidhir

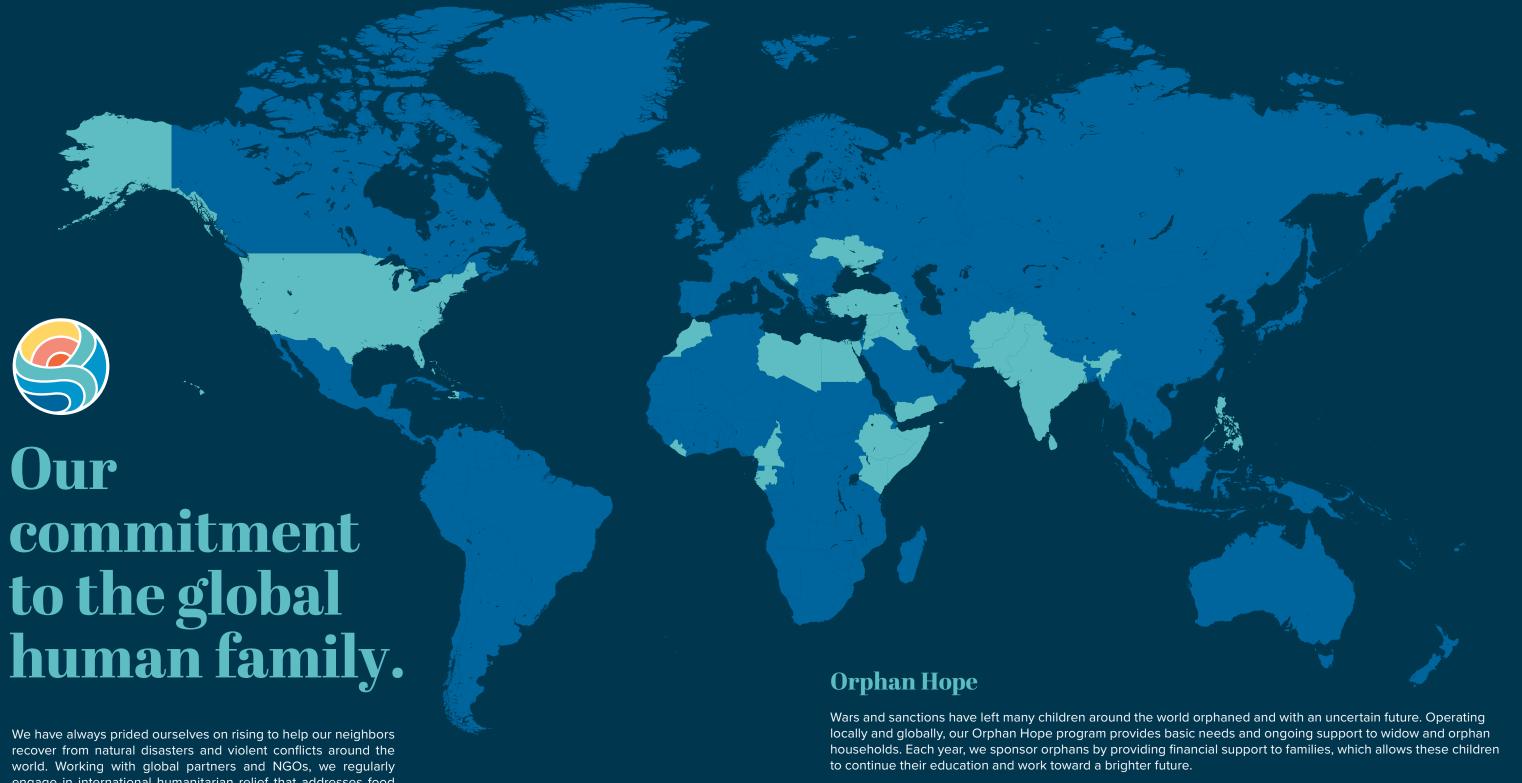
After fleeing Syria and spending time in Turkey, Rim Al Khidhir embarked on a new chapter in her life in the U.S. in 2023. As a 40-year-old mother of five, Rim faced many challenges, especially with language barriers. However, her determination to create a better future for her family led her to take action.

Rim had previous sewing experience, and when she learned about the industrial sewing program at Zaman, she took the opportunity to gain new skills. Despite not knowing English, she registered for the program and committed herself fully to the process. Over the next months, Rim volunteered 120 hours gaining hands-on experience and a deeper understanding of the sewing industry.

Her hard work paid off, as she accepted a position in Zaman's sewing factory starting in January 2025.



As Michigan's lead Private Sponsorship Organization, Zaman worked with the Office of Global Michigan and Welcome Corps to support the resettlement of 222 refugees statewide in 2024.



engage in international humanitarian relief that addresses food and water insecurity and health care needs in crisis situations.

To date, Zaman has helped people in more than 26 countries around the world providing disaster relief, humanitarian aid, access to potable water, and support for orphans.

Sips of Hope

Zaman and International Medical Corps reach beyond borders together through the Sips of Hope Well campaign to provide safe drinking water to impoverished global communities. In places such as Samburu District of Northern Kenya, where 83% of people live below the poverty line and most derive their livelihoods from livestock, the lack water forces many children to forgo school to migrate with their family to far-off places that have water.

Support from Zaman and other donors has increased access to water in five schools and three communities in Kenya. Additionally, Zaman's support helped provide access to clean, safe water sources, through the construction of wells, de-silting and the installation and repair of water pumps. In total, this work provided a safety net for approximately 230,000 people.

International Relief Work

Solar Panel Project Brings Power to School in Lebanon

More than 350 students attending the Qana Intermediate School in Southern Lebanon received reliable electricity and access to clean drinking water because of a new solar photovoltaic system installed on the roof in May. Collaborating with the respective Rotary Clubs of Dearborn and Troy as well as local rotaries in Lebanon, Zaman provided a portion of the \$15,000 to fund the project in Qana, a small town that has faced crisis due to conflict near the border with Israel for decades.

Local Students Fundraise for International Humanitarian Relief

This year, many community partners and groups came together to raise funds for humanitarian relief provided through Zaman's Give Gaza Hope and Lift Lebanon campaigns. This included efforts at two local schools. The Muslim Student Association of Fordson High School raised over \$24,000 through special events while Edsel Ford High School held a Charity Week that raised over \$16,000.

Relaunching Lift Lebanon Campaign

Due to the ongoing humanitarian crisis in the Middle East, we re-launched our Lift Lebanon campaign in the fall, raising more than \$150,000. One hundred percent of campaign funds are distributed to our international partners on the ground who are working to deliver life-saving supplies and medical care.

A Recognized Global Partner

In October, Zaman received the MedGlobal Partner Award at the organization's annual MedGlobal Gala Dinner for our exceptional leadership and dedication to humanitarian efforts locally and globally. The gala was preceded by a two-day conference that brought together doctors, humanitarians, and scholars to lead discussions about the global health crises of the present and future. MedGlobal has been an integral partner in our international relief and humanitarian efforts since 2023, helping us deliver hope and critical life-saving services in Gaza.





Nutrition Center in Rafah Fighting Severe Malnutrition

We provided \$250,000 to establish a Nutrition Stabilization Center operating in Rafah that provides assessments, IV hydration, feeding tubes, and specialized nutritional treatments by trained staff for children. The center was built in partnership with MedGlobal under guidelines set by the World Health Organization (WHO).

Field Hospitals Provide Critical Medical Assistance to Patients Daily

Zamanitarians' generosity also supported a critical field hospital in Al-Mawasi, Gaza, that opened in January (originally in Rafah) and is operated by International Medical Corps (IMC). Through two field hospitals, IMC has provided critical medical assistance to more than 383,000 people, including approximately 9,400 surgeries and more than 3,800 baby deliveries.

Giving Gaza Hope

Throughout 2024, Zaman continued our Give Gaza Hope campaign to support people who have been injured and displaced and are in desperate need of life-saving food, shelter, and medical support. The campaign raised nearly \$500,000 this year which was provided to organizations that have a humanitarian presence in Palestine, specifically in Gaza and the West Bank. In total, the campaign has raised nearly \$850,000 across 2023 and 2024.

5,000 Meals Delivered to Thousands During Ramadan

In partnership with the Palestinian American Medical Association (PAMA), Give Gaza Hope donations helped deliver 5,000 meals to feed thousands of people in Gaza during Ramadan.

Zamanitarian's Kayak Trip Supports Gaza

Zamanitarian Samir Beydoun embarked on a journey to raise funds to help provide critical humanitarian relief in Gaza. Samir launched the fundraiser in the weeks leading up to the trip, and he and his companions kayaked the 50-mile trip starting at Lake Brighton. The group raised over \$5,500 that was disbursed to one of Zaman's partners on the ground in Gaza, International Medical Corps

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It truly takes a village.

We cannot do our work alone. It requires the support of our donors, volunteers, and philanthropic and corporate leaders who provide the time and resources needed to take on poverty in a holistic and comprehensive way. We are forever grateful to those who supported us in new ways this year.

6,100+
volunteer hours

16,000+
donors worldwide

active partners

2024 PARTNERSHIP HIGHLIGHTS

GM MENA Employee Resource Group

After nominating Zaman for a \$10,000 grant from General Motors, the GM MENA Employee Resource Group began regular volunteer visits at our Hope For Humanity Center. Throughout the year, their volunteer service helped us prepare for client distribution events and day-to-day operations.

Gates Foundation Via For Mama Campaign

During Ramadan, the Bill and Melinda Gates Foundation contributed more than \$180,000 in matching funds as part of the For Mama campaign, which raised money for Zaman's programs for maternal and child health. We were proud to partner with faith-inspired organizations throughout the U.S. and U.K. for the For Mama campaign, which launched as a response to the urgent but solvable global maternal health crisis.

Giving Machine Via Church of Jesus Christ of Latter-day Saints

From Nov. 14 through Dec. 8 visitors to Campus Martius in downtown Detroit were able to donate to Zaman and four other local nonprofit organizations through the Giving Machine – a "reverse vending machine" sponsored by the Church of Jesus Christ of Latter-day Saints. For those wishing to support Zaman, the Giving Machine allowed users to "purchase" much-needed items, ranging from halal meals to ESL instruction to winter coats, with all proceeds going directly to Zaman.

Ethel & James Flinn Foundation

THE ORIGINAL

We were incredibly grateful to be selected for a second two-year grant from the Ethel & James Flinn Foundation, whose mission is "to advance effective, well-researched best practice mental health treatment and programs that meet the needs of people in Michigan." The funds provided by the Foundation will support mental health services provided by Zaman's Community Health Center, including emotional wellness support groups, one-on-one mental health counseling, and mental health education courses.

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Every year Zamanitarians gather for camaraderie and to celebrate our work to bring hope to humanity. These events elevate our mission to break the cycle of poverty and collectively raised nearly \$1 million in 2024.



Zamanitarians Say "I Do"

Amid a day of family fun complete with a 5K run, kids' runs, a 5K walk, and a picnic in the park, Zamanitarians Alia Sareini and Morteza Fradi exchanged wedding vows. The couple met in 2023 as part of the Zaman Detroit Run Team. In an interview with WXYZ-TV 7, Alia said, "We just feel really lucky that this is our love story, this is how we met, and we get to share it with the people that we love, and an organization that we love that brought us together."

Hope for Humanity Zaman Hope for Humanity Zaman

Nearly 1,200 Zamanitarians Join the 15th Annual Run Walk Picnic

Our 15th annual Run Walk Picnic was a beautiful day of sunshine, fitness, and uplifting Zaman's mission. The event helped raise funds to support families in need in our communities, bringing together nearly 1,200 Zamanitarians for the day, and one couple forever in marriage.

We are grateful to all attendees, including a team of runners from Ainsley's Angels — an organization that empowers individuals with disabilities to participate in races around the country to educate, advocate, and celebrate inclusive communities. Star International Academy also sent 45 student volunteers to clean up after the event.

Mother's Day Brunch Brings Together 850 Women

Our annual Mother's Day Brunch brought together hundreds of women, including countless mothers and daughters, for fundraising raffles, shopping at our entrepreneurial market, food, and celebration of Zaman's mission.

Community Iftar Dinner Draws 800

We celebrated our 18th annual Community Iftar Dinner at the Bint Jebail Cultural Center with 800 community members and partners who support our mission.

Very Important Philanthropy

With the theme "Hope Heals," the 15th annual Very Important Philanthropy gala hosted 425 of Zaman's top supporters at the Henry Hotel in Dearborn with an inspiring program led by emcee Faraz Javed of WXYZ-TV 7.

Coming together as Zamanitarians.

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New Yasmeen Bakery

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

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Financial Summary

Statements of Activities For the Year Ended December 31, 2023

REVENUE AND PUBLIC SUPPORT	Unrestricted	Temporarily Restricted	2023 Total
Contributions	1,292,901	244,876	1,537,777
Grants	785,971	294,557	1,080,528
In Kind Contribution			
In kind gifts	38,072	_	38,072
In kind services	273,151	-	273,151
Sale and Donated Items	417,252	-	417,252
Special Events Net of expenses of \$121,667	277,697	-	277,697
Other Revenue	301,980	_	301,980
Gain on Disposal of Property and Equipment	(1,873)	_	(1,873)
Net Assets Release from Restriction	255,882	(255,882)	-
Total Revenue and Public Support	3,611,033	313,551	3,924,584
EXPENSES			
Program	3,461,139	_	3,461,139
Management and General	482,623	_	482,623
Fundraising	84,731	_	84,731
Total Expenses	4,028,493	-	4,028,493
Change in Net Assets	(417,460)	313,551	(103,909)
Net Assets: Beginning of Year	2,870,982	225,882	3,096,864
Net Assets: End of Year	2,453,522	539,433	2,992,955

*Per 2023 independently audited financial statements

Donate Today and Help Break the Cycle of Poverty

Your gift today supports our clients' journey from crisis to stability and stability to sustainability, empowering women and their children to overcome extreme poverty.



CREDIT / DEBIT CARD

Your gift today provides resources, education, and vocational training to empower women and their children to break the cycle of poverty.



CASH / CHECK

Please make checks payable to Zaman International. Our address is 26091 Trowbridge Street, Inkster, MI 48141



ΡΔΥΡΔΙ

Donations can be sent via PayPal or directly in your banking app using Zelle to info@zamaninternational.org, or use the link on our donate page.



DONATE STOCK

Stocks or other appreciated assets can be donated easily and securely online. You will receive full tax benefits for your gift while making a generous donation to Zaman.



CRYPTOCURRENCY

Making a donation through the blockchain is an easy way to use your crypto wallet for good.



IN-KIND DONATION

Donate new or gently used clothing and household goods at our Hope For Humanity Center, or find your nearest clothing and shoe collection bin at zamaninternational.org/donation-bins



SCAN TO DONATE.

Your financial support helps maintain our programs and advance our mission.

Alternative ways to donate can increase your impact and save money on your taxes.*

Always seek professional assistance from your financial and legal advisors on tax information or when arranging gifts from your estate and/or assets

Volunteer

Zaman's volunteers help make our mission possible. Become a volunteer today to join our team and help spread hope for humanity.

Become a Partner

Zaman partners with organizations, companies, and foundations across the world who share our mission empower women and children to break the cycle of poverty.











EIN:20-1946065

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.

CONNECT WITH US

Find upcoming events and volunteer opportunities.









Zaman International

26091 Trowbridge St Inkster, MI 48141

(313) 551-3994 info@zamaninternational.org





To see how you can help break the cycle of poverty, scan this QR code or visit **zamaninternational.org**