

# ANNUAL REPORT **2019**

Gozour Foundation  
For Development



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# 01 FOREWORD

The focus of this year's report is on social innovation, as a way of thinking and implementation of our activities with our various beneficiaries and stakeholders. The production of our annual report this year coincided with the outbreak of the Coronavirus and the government's response to impose a lockdown in an attempt to contain the spread of the pandemic. Since then, many things have changed in terms of our perceptions and way of managing our day-to-day operations. This situation has had a negative impact on the vulnerable communities and people whom we serve. It exacerbated further inequalities that already existed.

There is a need now for adopting more innovative approaches and techniques to address the negative repercussions of the pandemic, particularly at the socio-economic level. Our focus needs to be more on building resilience among our beneficiaries and supporting them to adapt to the new situation. For example, adopting E-Commerce and online shopping platforms will no longer be a luxury. We need to support our beneficiaries to learn and utilize this technology.

The pandemic crisis has also exacerbated socio-economic and geographical inequalities between urban and rural populations, Egyptians and non-Egyptians (refugees and migrants), who have different levels of coping mechanisms.

Our work must ensure that we address these needs and concerns. For those with no internet or computer access, we need to think innovatively to provide remote awareness and learning methods for them.

The forthcoming years are going to be challenging in many respects. We can build on our strengths and move forward to serve our communities better and support their resilience and coping mechanisms amidst an everchanging environment.



## 02 ABOUT GOZOUR FOUNDATION

Gozour Foundation for Development (GFD) is an Egyptian non-profit organization registered under the Ministry of Social Solidarity, No 7885/2010. The Foundation was established to become a catalytic agent in tackling the underlying causes of underdevelopment and supporting the advancement of disadvantaged individuals to rejuvenate themselves and pave the way for them to become productive assets in the society.

GFD focuses on tackling the fundamental root causes of major socio-economic challenges that impact all members of society. We believe that simply addressing the symptoms of an issue without addressing the root causes creates more challenges in the long run. As such, the foundation meticulously assesses existing issues that impede individuals and communities from reaching their full potential in order to generate innovative, effective and sustainable solutions. Through our work, we support individuals in discovering their roots, identities and true capabilities and through this, equip them to build and rejuvenate themselves and their communities. Over the years, we have worked on a multitude of projects related to women's empowerment, refugee integration and support, children's development, youth empowerment, humanitarian relief and increasing employment opportunities. Our long-term objective is to improve the living conditions of individuals emanating from dire situations in a sustainable manner through ensuring that they become self-sufficient actors in their communities.

## 03 OUR MISSION

To enhance sustainable livelihoods of marginalized groups in Egypt by supporting their efforts in alleviating poverty, illiteracy and diseases.

### OUR CORE VALUES



#### Respect

We value the inputs and contributions of our beneficiaries and all stakeholders.



#### Integrity

Our actions are consistent with our mission and vision.



#### Commitment

We continuously encourage individual and organizational capabilities and creativity and work together to serve the larger community.



#### Excellence

Our team consists of distinguished individuals from a diverse range of disciplines in order to meet the immediate needs of our beneficiaries and achieve a greater impact.



## 04 OUR APPROACH

Gozour Foundation is committed to employing participatory approaches to assist individuals, communities, and organizations to define their developmental priorities and take meaningful steps toward self-directed, self-sustaining change. Gozour's participatory approaches serve to create value by utilizing resources, sharing knowledge and investing in development work around strategic themes.



These approaches have been used by our highly qualified team of professionals and entrepreneurs when engaging with our stakeholders in processes such as; planning, managing, and helping to address the challenges facing development work in diverse settings. The use of this approach boosts our impact on improving the well-being of thousands of people all over Egypt.



Participatory approaches enable the Foundation to facilitate processes of learning and change in diverse communities and organizations. They ensure the sustainability of project's results over time and offer higher returns for donor resources, all while giving beneficiaries a sense of ownership and a voice in the matters that directly impact their lives and their communities.



## 05 OUR FOCUS IN 2019



Pressing developmental challenges require innovative solutions. Through the transfer and the adaptation of technologies and social innovation, significant progress can be made towards achieving the Sustainable Development Goals (SDGs).

This year, Gozour Foundation strove to create innovative solutions that addressed various social challenges that our beneficiaries were facing. Cross-sectorial cooperation which involved the public sector, civil society and private bodies proved to be an important mechanism for finding these much-needed solutions. Moreover, it was seen that innovation played a pivotal role in the advancement of economic development. The incorporation of innovation in our work has played a central role in the expansion of Gozour's programs and services.


As such, innovative approaches are needed as mainstream tools for delivering sustainable development. In working towards achieving the SDGs, it is important to employ the "bottom-up innovation" in designing and delivering services to underprivileged and marginalized people in a gender sensitive manner – especially when it is based on local acceptance and advocacy campaigns.

Through innovation, Gozour is enhancing its performance in order to maximize return on every pound invested. Furthermore, we are harnessing cutting-edge technologies and conducting extensive research to generate new ideas to test and to scale up in the future.

## 06 WHERE WE WORK



# 07 OUR ACHIEVEMENTS IN 2019



Partners




**250**  
Schools



**92**  
NGOs




**2** Private Sector




**7** International Organizations




**2** Governmental Organizations




Beneficiaries




**5,380**  
Men



**7,522**  
Women



**168,060**  
Children



**Total number of beneficiaries** **180,962**



Projects




**4** Economic Empowerment



**4** Child Care & Development



**3** Social Support



**4** Corporate Social Responsibility



**3** Support to vulnerable Groups



**2** Offices



**2** Trainings.



## Funds Raised in 2019



**44,393,247**

Private Sector



**3,059,315**

International Sector

**Total  
Fund**

**47,452,562**



**1,585,425**  
Economic  
Empowerment



**21,566,490**  
Child care  
& Development



**6,352,492**  
Support to  
vulnerable Groups



**22,472,416**  
Corporate Social  
Responsibility



**1,624,601**  
Social Support





## 08 OUR PROGRAMS

**Economic  
Empowerment**



**Child Care  
& Development**



**Support to  
Vulnerable Groups**



**Corporate Social  
Responsibility**



**Social  
Support**





## ECONOMIC EMPOWERMENT PROGRAM



## ECONOMIC EMPOWERMENT PROGRAM

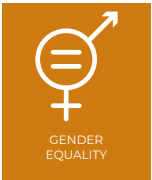
For many years, the Egyptian economy has faced several obstacles and still faces challenges including; poverty, unemployment, and underemployment due to the mismatch between youths' skills and the needs of the labor market. To overcome such challenges, GFD started to identify the gaps between the skills of the majority of the Egyptian youths and the needs of the Egyptian labor market from 2010. As such, the Foundation has equipped Egyptian youth with the essential skills needed to succeed in the labor market. The following are examples of the skills provided:

- Vocational trainings;
- Career guidance and coaching services;
- Soft and business skills;
- Entrepreneurship skills and in-kind grants;
- Job placement.

These skills do not only prepare the beneficiaries for socio-economic integration in the labor market, but they also enable them to develop self-confidence and self-respect; which are essential skills that help them excel at their workplaces, network and get promoted. Additionally, while GFD provides beneficiaries with various competitive skills, it also works on linking them with the job market through job placement and in-kind grants that support a number of the beneficiaries to start their own businesses.



— OUR IMPACT —



GFD implements a number of projects that specifically target young women and men. Through providing access to specialized vocational training, language and ICT skills along with job placement services, targeted young women are able to boost their confidence levels, access the labor market and become successful employees in an increasingly connected world.



GFD provides an integrated life skills and employability training package for youth; it offers customized skills development, career guidance and follow-up with the beneficiaries' work placement journey.



GFD has developed long and short-term partnerships with various national and international NGOs, governmental entities and private corporations to achieve the anticipated success and establish concrete and sustainable change within the communities it serves.



GFD's Economic Empowerment scope included a focus on agribusiness and supporting rooftop farming micro-entrepreneurs.



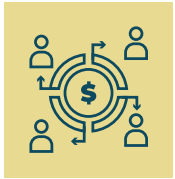
GFD established its own social enterprise Salil for handmade goods produced by marginalized women, which has provided them with vocational training and a decent source of income.



— OUR PROJECTS —

1. The Synergy Lab Project Promoting Entrepreneurship in Egypt
2. Enhancing Greenhouse Agribusiness in Egypt
3. Women Empowerment and Employability
4. Salil

— OUR REACH —



**1,100**  
Beneficiaries



**2**  
Governorates





## INNOVATION

### SALIL – HANDMADE EGYPTIAN PRODUCTS



As traditional resources are continually reduced and competition for the common resources is becoming severely scarce, there was a need for a change in attitude, approach, and behavior. GFD has recognized that there is a need for change and took a step to establish Salil Brand giving the Foundation the opportunity to become influential by offering an entrepreneurial model in its operations.

Salil is a brand of unique identity and taste that is mainly producing: tote bags, laptop and make-up bags, clutches as well as home accessories. Salil or **سلیل** means scion in Arabic and water in Hindi. The name was chosen as the brand is affiliated and is considered as the descendent of Gozour Foundation for Development.

Salil succeeded to participate in fulfilling a gap that was witnessed in the Egyptian market. Recently, the demand for unique locally made traditional Egyptian products has been rising, making many designers incorporate local Egyptian and Arabic patterns in their designs.

Salil is much more than a fashion brand. Salil has a strong impact in its surrounding. Behind every product there is a story to tell, each bag or clutch is handmade by a skillful woman who has low source of living, poor education and facing everyday challenges due to limited means and harsh economic conditions. The brand only employs women who are facing dire living conditions from slum and impoverished areas in Cairo. The women are trained on skills such as sewing, embroidery and leather making. Salil makes sure that the women working under the brand become highly skilled and excel in the production of the goods and that the women secure a stable financial income.

To increase its sales and upon monitoring the shift towards e-stores and online shopping, the foundation established Salilstore – an online shopping platform to market and sell these handmade products. This platform provides a gateway for Egyptian women living in marginalized communities to maximize their exposure in addition to their earnings, thus enabling women to provide their families with their basic needs and enabling them to live without being dependent on external providers and support. Furthermore, Salil provides a source of income for the Foundation which enables the Foundation to conduct more trainings and initiatives.





## CHILDCARE AND DEVELOPMENT PROGRAM



## CHILDCARE AND DEVELOPMENT PROGRAM

The vision of this program is rooted in the Foundation's belief that "rebuilding communities starts from schools." By investing in children, we are building the foundations of the future leaders that will help build better communities and in turn, pave the way for a better future for our country. GFD's main areas of focus in this program are:

- Health-based services
- Educational services

In the health sector, GFD implements projects that treat children with various health problems such as problems with their eyesight and malnutrition which negatively impact their performance in school. As for the education sector, while education in Egypt continues to suffer from structural issues which negatively impact its quality, GFD believes that change can start from improvements at the grassroots level; which include building the capacity of public-school teachers, upgrading schools' infrastructure and providing children with extra-curricular activities that foster creativity and enhance their learning abilities.



— OUR IMPACT —



GFD enhanced the infrastructures and facilities of public schools and renovated playgrounds. It has also increased the capacities of school staff including the Board of Trustees, administrators and teachers. Additionally, GFD provided creative extracurricular activities for children. GFD employed the use of innovative methods such as coloring books and interactive theater and the use of Lego in order to ensure that children were learning in a creative and innovative way which positively impacts their performance in school.



GFD provided children in underprivileged areas with safe and affordable medical care. By focusing on providing basic eye care, GFD launched eye care caravans in underprivileged communities which provided eyeglasses to children and raised their awareness on healthy practices. Additionally, the Foundation has also provided caravans to detect anemia for public school children as well as nutrition and reproductive health workshops for mothers to ensure that they can lead healthy lifestyles for their families.



GFD provided youth in public schools with well-rounded financial literacy knowledge on topics such as; budgeting, financial planning and launching their own community initiatives. Such initiatives help in uprooting social inequalities among such disenfranchised communities and equip youth with sufficient knowledge to plan ahead for their future.

— OUR PROJECTS —

- 1. 6/6 Eye Medical Caravans
- 2. Enhancing the Overall Educational Services and Processes in Preparatory and Secondary Schools in Ezbet El Nasr Schools Development Program
- 3. Super Seha Anemia Medical Caravans
- 4. Where is my Treasure?

— OUR REACH —



Beneficiaries  
**168,060**  
Child



**8**  
Governorates



**250**  
Schools







## INNOVATION

### LEGOS – BUILDING BLOCKS FOR CHILDREN'S SOCIAL SKILLS



Play is our brain's favorite way to learn! GFD believes that play is one-way children develop some of the most important skills for being lifelong learners. Play enables children to explore, practice and try out ways of tackling similar challenges in the real world. Skills like problem-solving, creativity, empathy, communication and teamwork all have their foundations in play. When children learn through play, they are personally motivated by the satisfaction of being embedded in the activity, at their level of challenge and interest. This means children are joyful, actively engaged with their bodies and minds, taking risks and experimenting, to come up with ideas and questions, creating things and solving problems.

GFD succeeded to employ the use of interactive learning and edutainment activities for children between the ages of 3-12 years old with Lego toy blocks. Through our program, children learn a variety of social and interpersonal skills using Legos at their schools and community centers. This innovative learning method has proven to be very effective in educating children as it enables them to learn in an engaging and unconventional method. With the use of Lego blocks, GFD transferred this approach to the school teachers to ensure the sustainability of the edutainment modules that are designed for different age groups. By engaging children in a fun and interactive way, it ensures that they are more likely to remember the skills they are taught and in turn, apply them in their day to day interactions.





## SUPPORT TO VULNERABLE GROUPS PROGRAM



## SUPPORT TO VULNERABLE GROUPS PROGRAM

The empowerment of vulnerable groups in Egypt is the key to their integration and contribution to the Egyptian society. In GFD, we believe that empowerment is not only limited to the acquisition of socio-economic skills or financial assistance, but also the enhancement of the individual's psycho-social status to enable them to better integrate with his/her surroundings. In this program, we target both Egyptians and non-Egyptians. In regard to GFD's support for the former group, the foundation is highly concerned with supporting women, from different age groups, to be able to support their families, communities and their surrounding milieu. While women's participation in the political and economic spheres are still culturally unaccepted and resisted in some communities, GFD continues to challenge such perceptions by including them in its different projects that range from combating violence against women to engaging them in economic activities that aspire to decrease their degree of vulnerability. Through the following initiatives, GFD seeks to support vulnerable women:

- Fostering Community Action to Combat Violence against Women and Promote Gender Equality
- Promoting social, psychological and legal support services to female victims of Gender and Sexual-Based Violence (GSBV);
- Developing advocacy and awareness-raising activities on the negative consequences of violence against women on the wider society;
- Providing young females with socio-economic skills, such as Career Guidance, Business English courses and Business Etiquette classes, to prepare them for accessing the job market.

As for the non-Egyptians, GFD considers refugees, asylum seekers and migrants among the most vulnerable groups in Egypt. As a country of origin, transit and destination, Egypt remains one of the key players in the regional and international scene of migration. According to the February 2020 UNHCR Factsheet, Egypt hosts 256,632 registered refugees and asylum seekers from 58 nationalities. Given the limited support offered to these groups, GFD believes that refugees and asylum seekers should be empowered to achieve self-reliance and resilience. GFD provides refugees and asylum seekers with:

- Psycho-social support and psychological counselling to help them overcome their traumas, adapt to life in Egypt and integrate;
- Career guidance and CV writing sessions to prepare them for socio-economic integration;
- Linkages to the job market through establishing Refugee Careers Website and building partnerships with the private sector.
- Prevention measures to combat violence against women and promote gender equality

Protection measures through legal and psychosocial support to women survivors of different forms of violence.



## — OUR IMPACT



To ensure that women's rights are protected and adequate assistance is provided to combat violence against women and promote gender equality, GFD has built the capacity of CBOs and provided social, psychological and legal support services for women who have suffered from violence. The Foundation has launched over 80 advocacy and awareness-raising initiatives in five governorates to change community perceptions of women's rights and to promote for their equal treatment. Furthermore, the foundation developed a resource booklet that encompassed different types of violence against women. This booklet aims to improve the status of women in rural areas as it is being utilized as a reference guide for organizations concerned with women's rights. Furthermore, the booklet provides guidance and resources to women who are in need of help and support.



GFD recognizes the power of technology and mobile communication in considerably improving living conditions of communities and solving many of their challenges. As such, it has launched a unique and specialized online platform to facilitate job placement and highlight vacant job opportunities for refugees. The platform enables an inclusive, non-discriminatory environment that allows refugees in Egypt to acquire jobs, provide a source of income for their families and enhance their livelihoods.



— OUR PROJECTS —

- 1. By Refugees to Refugees: Towards More Self-Reliance and Resilience for Refugee and Migrant Communities in Egypt
- 2. Delivering Non-Formal Education Services to Refugee, Migrant and Host Community Children in Egypt
- 3. Fostering Community Action to Combat Violence Against Women and Promote Gender Equality.

— OUR REACH —



**16,800**  
Beneficiaries



**8**  
Governorates



INNOVATION



**A CLICK** – TOWARDS ECONOMIC EMPOWERMENT

Egypt has always been known to host non-Egyptian communities who have fled their countries to search for better economic opportunities or escape violence and persecution. Currently, there are persons from 58 nationalities residing in Egypt. Due to the majority of these communities being in vulnerable situations and unable to secure their basic needs by finding jobs, many have considered illegally migrating to Europe.

Economic empowerment takes many forms, from sessions on career guidance, business etiquette, how to use online platforms to search for jobs and how to apply for jobs online. To empower refugees living in Egypt, GFD developed the Refugee Careers Website, this is the first online employment navigation platform that creates direct linkage between refugees, asylum seekers and migrants (in specific) and job providers. The platform enables applicants to present their different skills to the private sector. This platform supports GFD's vision for the economic empowerment of beneficiaries which will provide them with equal opportunities to have stable, safe and legal sources of income for themselves and their families. The website is up to date with the latest employment navigation tools that can make them competitive enough to join the labor market. By doing this, we believe that we ensure that the real investment has been done in the individual who can also bring such experiences to his surrounding milieu.

## CORPORATE SOCIAL RESPONSIBILITY PROGRAM

As one of the most important players in the Egyptian economy, the private sector's role should not be limited to only contributing to the well-being of the economy. Nonetheless, its role should extend to the development of the community and society as a whole. Hence, GFD maintains strong partnerships with the private sector. By establishing these new partnerships, the foundation has expanded its scope of work in its development projects. The foundation supports the private sector by mobilizing them to:

- Contribute technically and financially to community development;
- Develop effective CSR strategy;
- Encourage their employees to volunteer in CSR initiatives;
- Develop sustainability reports for their CSR initiatives.

## CORPORATE SOCIAL RESPONSIBILITY PROGRAM





— OUR IMPACT



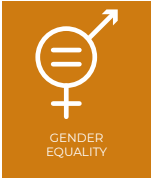
Gozour Foundation has partnered with 3 companies, 4 governmental organizations, 1 UN Agency and 3 International NGOs to implement its developmental projects. GFD aims to mobilize efforts of public, private and civil society organizations to initiate partnerships for community development and action.



GDF has implemented several initiatives to promote the health and well-being of disadvantaged communities through the provision of medical services caravans and raising the awareness of the community upon important health and balanced-nutrition messages. Additionally, the foundation encourages businesses to provide healthy and enabling working environments for their employees.



GFD has engaged companies to incorporate and adopt economic empowerment activities within their CSR strategies. Additionally, GFD encouraged large corporations to share their knowledge through employee volunteering and youth capacity building projects and support micro-business owners to sustain their businesses.



GFD promotes the concept of gender equality as a part of the CSR concept. The foundation is working to provide a framework to support and challenge businesses to mobilize their technical and financial resources, improve their CSR performance and achieve positive impact and sustainable results in the communities where they operate. In addition, GFD ensures that companies are aware of the impact and benefits of promoting Gender Equality on business growth and ensure that they take the necessary measures that foster an empowering working environment for their female employees.



— OUR PROJECTS

- 1. 6/6 Eye Medical Caravans
- 2. Enhancing Greenhouse Agribusiness in Egypt
- 3. Make a Difference
- 4. Salil

— OUR REACH



**163,060**  
Beneficiaries



**3**  
Governorates





## INNOVATION

### UNLEASHING THE PRIVATE SECTOR'S POTENTIAL TO CONTRIBUTE TO COMMUNITY DEVELOPMENT

The private sector in Egypt plays a leading role in the Egyptian economy as it employs around 70% of the Egyptian labor force. Following the structural economic reforms that Egypt has embarked on in the past eight years, the private sector has been seen as not only as a major potential contributor to the Egyptian economy, but also a fundamental agent of change in the Egyptian society that can positively contribute to community development. In GFD, we have seen that the private sector is seldom to embark on community initiatives unless they are cost-effective. Hence, the Foundation works on encouraging the private sector to mobilize their financial and technical capacities to contribute to community development using innovative cost-efficient techniques such as click funds for fundraising and social media campaigns that can both promote their products and at the same time, deliver educational messages on health and family wellbeing. The Foundation is employing the use of cost-effective methodologies and tools to further motivate the private sector to become main players in the scene of community development. By doing so, this will create a new gateway for future collaboration between GFD and private businesses. Additionally, GFD encourages the private sector to adopt employee engagement in the implementation of their CSR initiatives instead of hiring third parties to undertake the task, this provides a more cost-effective solution while also fostering team building and a sense of pride within the organizations.







## SOCIAL SUPPORT PROGRAM



## SOCIAL SUPPORT

Social inequality remains to be one of the biggest challenges that Egypt faces, especially due to the fact that the country has limited resources vis-à-vis a rapidly growing population. Assisting marginalized families and developing disenfranchised communities by providing them with humanitarian assistance is pivotal to prevent such communities from resorting to extreme measures such as taking their children out of school, child labor, and early child marriage. Humanitarian assistance comes in the form of:

- School packages;
- Food packages;
- Supporting female-headed households to start their own businesses.

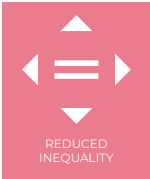




— OUR IMPACT —



GFD provides disenfranchised communities in Egypt with food packages to help them alleviate their everyday struggle to secure their basic needs. By helping such communities fulfil their basic needs, GFD plays a role in helping them eschew negative coping mechanisms.



By empowering female-headed households to start their own projects, GFD helps Egyptian women, from marginalized communities, to fulfill their families' basic needs and better quality of life. Such projects gradually help in mitigating social inequalities in such communities.

— OUR PROJECTS —

- 1. Child Sponsorship Program
- 2. Make a Difference
- 3. Seasonal Support (Ramadan and Eid distributions)

— OUR REACH —



**2,060**  
Beneficiaries



**3**  
Governorates



**INNOVATION**

SUPPORTING FAMILIES TOWARDS  
SELF-RELIANCE

Many families in Egypt are struggling in their everyday lives to meet their basic needs. While Egypt has technically succeeded in eradicating extreme levels of poverty, many sectors of the Egyptian society still face many complications in securing their day-to-day needs. Given such a challenging context, GFD provides members of marginalized communities with food packages and school bags for their children in order to alleviate some of the burdens they are enduring and to support them in meeting their most basic needs. Simultaneously, to achieve sustainable impact, GFD works on linking these struggling families to ongoing or upcoming projects that will support them towards becoming more self-reliant and economically empowered through long term innovative solutions. By engaging disenfranchised communities in our projects, we ensure that our beneficiaries are not only receiving short term assistance, but building their capacities and skills to allow for them to excel and earn more for their families and to develop their communities.



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## **Our Board of Trustees & Staff**



## 09 BOARD OF TRUSTEES

### ALI MOKHTAR

#### CHAIRMAN

Mr. Mokhtar has over 30 years of experience in international development. He received a postgraduate degree from the Cranfield School of Management in Bedford, England. This led to a specialization in economic development particularly in relation to small and micro-enterprise development. Throughout his career, Mr. Mokhtar has provided technical assistance to different national and international organizations in the field of development across the world. His experience in planning, management, and evaluation has made him a key figure for large agencies and organizations regarding development projects.

### PASSINTE ISAAK

#### SECRETARY GENERAL

Ms. Isaak has over 18 years of professional experience in development work. She authored several research papers and guides, conducted regional training workshops, and participated in the editing of several publications. She completed her post-graduate studies in the field of Corporate Social Responsibility at Nottingham University, UK. Her professional experience coupled with her academic qualifications give her expertise in establishing partnerships to achieve development goals, with emphasis on engaging the private sector in development.

### AHMED ABDEL-AZIZ

#### TREASURER

Mr. Abdel Aziz, Treasurer at Gozour Foundation since 2010, is responsible for office financial tasks concerning all monetary transactions. His field of work includes the supervision of all accounts, expenditure control and cost allocations. He prepares and updates sound financial policies and presents financial reports to donors. Mr. Abdel Aziz also conducts financial assessments and internal controls for NGOs in different governorates to help them comply with donor regulations.

### MILAD MOAWAD

#### BOARD MEMBER

Mr. Moawad is a multi-skilled photographer and graphic designer. He has been responsible for the documentation of all of Gozour's activities for over 20 years. Mr. Moawad also oversees the artistic design of Gozour and its clients' visual communication tools and printed materials. He is in charge of formulating layout designs and copy writing for visual communications media for publications. He generates ideas for visual communications, and for maintaining and strengthening ties with various clients.

### RAWYA EL FOULY

#### BOARD MEMBER

Mrs. Fouly is an experienced administrator that has more than 25 years of experience, serving as an office manager, executive assistant, executive secretary, and translator. Most of her career has been providing administrative and logistical support for chief executive officers and senior management. She has been working in the field of development for the past 20 years.

# 10 OUR STAFF

## HESHAM KHALIL

### EXECUTIVE DIRECTOR

Mr. Khalil is a senior development practitioner with more than 24 years of experience in the field of development in Egypt and the Middle East. His competencies include strategic planning; program development and management; program implementation, monitoring and evaluation; qualitative research and impact assessments; people management; provision of capacity building and technical assistance activities in various development and humanitarian fields. Mr. Khalil holds a PhD in social anthropology from the University in Hull, UK and a Master's degree in political science with specialization in professional development from the American University in Cairo.

## HEND AHMED

### ECONOMIC EMPOWERMENT PROGRAM MANAGER

Ms. Ahmed has over 18 years of professional experience in community development and participatory community research combining qualitative and quantitative anthropological tools, methods and techniques. Ms. Ahmed is experienced in managing projects and designing training manuals and materials especial in the area of youth economic empowerment. In addition, she has experience in budget handling and dispersing as well as documentation and reporting of development projects.

## HESHAM SALAH

### EDUCATION PROJECT MANAGER

Mr. Salah has worked as a training specialist and project manager in several organizations in the education sector. Mr. Salah is working with Gozour Foundation on several projects related to capacity building of schools and child education development. He has a bachelor's degree in Arts (English Language) from the Faculty of Arts, Tanta University as well as a bachelor's degree in Physical Education from the Faculty of Physical Education, Alexandria University.

## SHERIF ABDEL MONEIM

### PROJECT MANAGER

With over 15 years of professional experience in urban community development, Mr. Abdel Moneim has implemented projects particularly in the field of NGO capacity building, education, and micro-credit, SMEs and youth development. Throughout his career, he has worked extensively on community and institutional needs assessment utilizing participatory research methodology.

## KARI IBRAHIM

### PROJECT MANAGER

Ms. Ibrahim provides support in the implementation of many projects at Gozour Foundation as well as assisting in research, report and proposal writing. She coordinated a variety of workshops and vocational training as well as human development trainings. Ms. Ibrahim focused her early career on educational development, working with children with learning disorders in private schools and has volunteered for several development associations. Ms. Ibrahim holds a bachelor degree in Spanish Translation from the Faculty of Al Alsun, Ain Shams University.



## **LARA MIKHAIL**

### *PROGRAMS' SPECIALIST*

Ms. Lara Mikhail is a programs' specialist at Gozour Foundation for Development. Lara has a Bachelor of Science Degree (BSc.) from The British University in Egypt (BUE) and Loughborough University in the United Kingdom; and a Masters' Degree (MA) in Middle East Studies from The American University in Cairo (AUC). As a programs' specialist, Lara's tasks include conducting desk research, writing proposals, reporting and organizing events as well as support in the development and implementation of project plans.

## **MANAL KAROUT**

### *PROGRAM SPECIALIST*

Ms. Karout first joined Gozour Foundation as a trainer for 6/6 Eye Medical Caravans. She has extensive experience in the field of development, reaching more than 10 years. She has also worked with children and youth with a special focus on skills development. She co-facilitates and is a trainer in several other projects as well. Ms. Karout has experience in several fields such as Law, Science and Handicraft making.

## **MINA NABIL**

### *PROJECT MANAGER*

Mr. Nabil is a program specialist, trainer and a facilitator in various projects for Gozour Foundation. These projects fall under different sectors such as supporting marginalized groups, health and community awareness. He has also attended various trainings. Mr. Nabil holds a Tour Guidance Diploma from Helwan University and a Bachelor degree in fine arts.

## **ENAS SOLIMAN**

### *PROGRAM OFFICER*

Ms. Soliman co-facilitates and ensures the implementations of several projects. She has extensive experience in Handicraft making. Ms. Soliman is also a skillful trainer, who provides training sessions for several of Gozour Foundation's women economic empowerment projects. Ms. Soliman has vast experience in the employment field where she supports job placements for youth and organizes job fairs.

## **MAZEN EL-SHAHED**

### *SENIOR ACCOUNTANT*

Mr. El-Shahed has over 10 years of solid experience in the accounting field. Mr. El-Shahed holds a diploma in financial analysis enhancing his financial expertise. He has a full range of financial and administrative tasks in Gozour Foundation such as financial management, statements, cash flows, and auditing and managing procurement systems. He worked with various NGOs, international organizations and the government on financial statements, monthly accounts and budgeting.

## **LAURA SAMIR**

### *ADMIN OFFICER*

Ms. Samir is the Admin Officer at Gozour Foundation. She assists GFD with office management duties. She also facilitates and coordinates operations such as employee training, office equipment and supplies, maintenance schedules and supplies, building security, and safety.



## Our Supporters

# 11 OUR SUPPORTERS



Attijariwafa bank



مركز خدمات التنمية



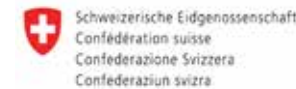
المؤسسة المصرفية الدولية  
COMMERCIAL INTERNATIONAL BANK FOUNDATION  
تأسست في 1988



من الشعب الياباني  
From the People of Japan



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RÉPUBLIQUE FRANÇAISE





## 12 BALANCE SHEET

	Notes	31/12/2019 L.E	31/12/2018 L.E
<b>ASSETS</b>			
<b>Long term assets</b>			
Fixed Assets (Net)	3	2,887,401	26,213
<b>Total long-term assets</b>		2,887,401	26,213
<b>Current Assets</b>			
Debtors and debit account	4	966,390	306,697
Cash	5	25,790,373	22,722,658
<b>Total Current Assets</b>		26,756,763	23,029,355
<b>Current Liabilities</b>			
Accounts payable and other	6	532,633	42,900
Deferred income		28,524,546	22,521,099
<b>Total Current Liabilities</b>		29,057,179	22,563,999
<b>Working Capital</b>		(2,300,416)	465,356
<b>Net Assets</b>		586,985	491,569
<b>Net Asstes</b>			
Deficit (Surplus) brought forward		491,569	441,083
Surplus (deficit ) year		95,416	50,486
<b>Total Net Assets</b>		586,985	491,569

## 13 INCOME STATEMENT

	2019 L.E	2018 L.E
<b>Revenue</b>		
Carryover Revenue	22,521,099	15,573,000
Program Income	22,020,834	16,649,425
Contributions & Other	31,150	58,031
Bank Deposit Interest	2,879,479	2,102,897
<b>Total revenues</b>	47,452,562	34,383,353
<b>Less</b>		
Deferred Revenue	(28,524,547)	(22,521,099)
<b>Add</b>		
Foreign Exchange Gain	-	-
<b>Net revenues</b>	18,928,015	11,862,254
<b>Deducted Expenses</b>		
Salaries	1,566,481	1,234,486
Benefits	655,669	393,695
Audit	59,400	16,500
Consultants	169,067	274,553
Training Supplies	7,774,619	6,702,528
Rent & Utilities & Maintenance	201,048	302,266
Equipment & Furniture & Computer	387,122	-
Transportation & Communication	18,682	14,775
Programs Expenses	7,812,853	2,901,714
Depreciation	36,088	8,118
Bank Fees	70,049	5,981
Foreign Exchange Rate	81,520	14,320
<b>Total Expenses</b>	18,832,598	11,811,768
<b>Total Surplus (deficit ) year</b>	95,417	50,486



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