Dear Zamanitarians,

A new decade offers the perfect moment to reflect on the past, present and future of Zaman. Over the past ten years, we’ve grown from a grassroots team of volunteers into a world-class non-profit organization that has helped nearly 2.1 million of our neighbors around the world.

In 2019, we defined the full spectrum of Zaman’s stewardship, fine-tuning our efforts and sharing our message of hope with our widest audience yet. The CNN Hero Award elevated Zaman’s mission and drew worldwide attention to the responsibility we all share to look after our fellow human beings. As if preordained, our new logo arrived just in time, reflecting the vitality we bring to our community as the eyes of the world turned to Zaman.

While I accepted the honor and shared the story of our organization, it was your empathy and compassion that shone so brightly. With Subaru matching donations for the first $50,000 raised, it came as no surprise that in just 16 hours we reached the cap, collecting $100,000 to support women and children facing extreme poverty.

Through this experience, we demonstrated once again how to selflessly combat poverty and hunger wherever it exists. Years of your hard work went on display while exhibiting how today we are breaking the cycle of poverty in a significant way.

There is no better example of this than our workforce development efforts. Our culinary arts kitchen and sewing program are providing vocational training that is helping marginalized women redefine their lives. This year, I am so proud that we were able to help four women graduate to jobs paying $15 per hour with health benefits and retirement savings plans. These women are taking control of their futures and changing the trajectory of the lives of their loved ones and the generations to follow.

The good news is: We are only scratching the surface. Collectively, we have laid the foundation for our impact to grow exponentially.

With the momentum from the CNN Hero Award, we are going to expand our workforce development efforts. In the coming years, that number of women leaving Zaman with viable livelihoods will increase from four to 40, and one day, from 400 to 4,000 and so on. In this way, we will break the shackles of poverty one livelihood at a time.

Of course, none of this is possible without your continued support. Your unwavering commitment to the stewardship of others inspires me every day. On behalf of the Board of Directors and the entire Zaman family, thank you.

Working together, we can truly make the next ten years the decade of hope empowered.

In Peace and Gratitude,

Najah Bazzy, RN
ZAMAN FOUNDER & CEO

Zaman International is committed to facilitating change and advancing the lives of marginalized women and children, by enabling them to meet essential needs common to all humankind.
Dignity at Zaman 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 at Zaman means time. 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 at Zaman 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 at Zaman 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.

Hope at Zaman 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.

Introducing our new board members, added in 2019:

Sumreen Ahmad, Global Change Management Lead, Accenture
“I believe in building a sustainable organization that is in the service of others.”

Amanda Jawad, Assistant U.S. Attorney General
“I trust Zaman’s leadership to operate an organization committed to integrity and transparency while always putting our clients’ needs first.”

Farah Harb, Global Education Programs Analyst, Ford Motor Company Fund
“I believe in Zaman’s mission and want to be a part of the transformational impact it has on women and children around the world.”

Colleen M. Ezzeddine, PhD
VICE CHAIR
Communications Consultant, The McMillan Group

Nader Bazzi, DDS
TREASURER
CEO, Contemporary Dentistry

Moheeb H. Murray
SECRETARY
Partner, Bush Seyferth & Paige PLLC

Najah Bazzy, RN
FOUNDER & CEO
Transcultural Specialist

Gehad Alawan
CHAIRMAN
Advisor, AXA Equitable LLC

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FOUNDER & CEO
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Gehad Alawan
CHAIRMAN
Advisor, AXA Equitable LLC
Our Programs

Since its founding in 1996, Zaman has helped some of Southeast Michigan's poorest families achieve stability and self-reliance. We have grown substantially from our humble grassroots origins into a leading humanitarian presence with global reach. As we expand our efforts, we also grow resources and partnerships to better serve our local community. Zaman continues to offer hope to thousands of women and children through our network of programs.

SERVING THE LOCAL COMMUNITY

Bayt Al-Zahra Urgent Needs Program
Zaman's flagship initiative provides food, clothing, shelter, case management services, and other forms of emergency relief to women and children, seniors, and the terminally ill.

Meet Up & Eat Up Summer Food Program
In partnership with United Way for Southeastern Michigan and Islamic Relief USA, this program provides healthy meals for children from low-income families during the summer months.

Client Choice Food Pantry
An official partner of Gleaners Community Food Bank, this curated pantry allows families to select culturally appropriate and nutritionally balanced food each month.

Mobile Hot Food Pantry
This critical initiative delivers fresh, nutritious meals created by the Zaman Culinary Kitchen to home-bound families in need.

BOOST Vocational & Literacy Training
BOOST (Building Ongoing Opportunities through Skills Training) offers tuition-free classes to help women secure the skill sets needed to enter the job market or start a small business.

Zaman Culinary Kitchen
A commercial kitchen created to support BOOST culinary students, while also generating revenue for programs by providing catering services and hot café lunches.

Good Deeds Resale Shop
This low-cost resale shop helps generate revenue to support Zaman's programs. Good Deeds also provides a free, dignified selection experience for clients in need of clothes, furniture, and household goods.

SERVING NEEDS INTERNATIONALLY

Orphan Hope Program
Operating locally and globally, Orphan Hope provides basic needs and ongoing support for children who have lost a parent.

Sips of Hope Program
In partnership with international and domestic partners, Zaman supports clean water initiatives around the world.

Humanitarian Relief
Zaman helps communities around the world recover from natural disasters and violent conflicts in partnership with the International Medical Corps.

ABOUT ZAMAN

Serving the Local Community

2019 marked the first year that Zaman’s Culinary Kitchen produced meals for the Meet Up & Eat Up Summer Food Program.

A client chooses a present for her child during the annual Holiday Gift Shop.
Photo: Zahra Almosawi
Zaman found itself in the global spotlight when, in September, CNN chose its founder and CEO, Najah Bazzy, as one of its 2019 Heroes. Since 2007, the news outlet has invited nominations of inspirational individuals working on seemingly intractable issues like poverty, climate change, and animal cruelty. This select group of everyday people exemplifies how one person can truly make lasting change in the world.

In October, CNN announced Bazzy had made the cut to become one of 2019’s Top Ten Heroes, bringing even greater attention to Zaman’s work during the Heroes Tribute, a televised event aired on CNN in December. It also unlocked access to a $50,000 matching gift from Subaru, which Zaman leveraged in only 16 hours. Fueled by the momentum, a group of generous donors pledged another $50,000, successfully challenging fellow supporters to match it by December 31.

In total, the CNN Heroes campaign raised $306,000 for Zaman’s basic needs and vocational training programs. Though the focus of the recognition was on her, Bazzy, is quick to give credit to the clients, staff, volunteers, and donors engaged in Zaman’s work, acknowledging them as the real heroes. “This journey has always been about how we spend our collective time in the stewardship of others. By elevating our profile, expanding our audience, enhancing our credibility, and raising funds, our CNN Heroes experience will strengthen our capacity to deliver on our mission and to break the cycle of poverty for those we serve.”

Jamele Hage catalyzed Zaman’s path to this worldwide recognition when she put forward Bazzy as a nominee.

Njah and I have known each other since we were teenagers, and she’s always been the same person — you can’t say that about very many people. She is selfless and transparent, and her motives are pure. She spends quality time with people who need help in spite of all of her responsibilities.

Hage first thought of proposing Bazzy and Zaman for the honor three years ago, but life’s circumstances prevailed. She was determined to follow through in 2019 because she saw the demand for the organization’s services growing and wanted to do something to increase its sustainability and raise its profile. Her six-page nomination recounted Bazzy’s contributions toward improving the lives of marginalized women as well as teaching people in her community how they can be philanthropic even if they do not have money by recycling and redistributing items no longer in use.

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The Heart of a Leader

In her November 2019 TEDx Detroit talk, Bazzi spoke from her heart to an audience of 3,500, including 1,000 high school students, about her journey to becoming the person she is today. Using stories of pivotal moments in her work as a transcultural nurse, she recounted how caring for patients facing critical health challenges, discovering a room in a hospital filled with unburied remains of infants, and meeting refugee and immigrant families living in extreme poverty culminated in the creation of Zaman.

“When you’re at the top of the mountain, do not look up. Look down into the valley. In the valley is where we learn. In the valley, there is pain. In the valley, there are lessons, but be sure when you’re in the valley to look up again at that mountain and know you will climb it.”

Najah Bazzi, RN
ZAMAN FOUNDER & CEO

PARTNER SPOTLIGHT
Chef Will Coleman

Chef William Coleman is a self-described Gen-Z Chef, Entrepreneur and TV Personality who has made it his mission to advance healthy cooking and eating in Detroit and Chicago. Seeking a unique apron to wear at his Eastern Market sales booth and when teaching classes, Coleman approached the BOOST Sewing Program in 2018 to commission something tailor-made. His consultation with a Sewing Program student, who worked from sketches and a color scheme approved by Coleman, produced a masculine teal-and-denim apron with buckles.

“When it comes to giving people my business, I try to stay local and small because I know how it feels to put your name out there,” said Coleman at the time. Chef Will was so happy with his apron, that when he launched his non-profit, BOLD Impacts, he commissioned Zaman’s Sewing Center to design and produce a line of aprons to support his efforts. Again, Zaman’s Lead Sewing Instructor and students worked closely with Chef Will to design and create the aprons to his specifications.

“I wanted to support Zaman because I really like what they stand for and what they do,” said Chef Will.

The sewing students were able to hone their sewing skills, learn to work with a deadline, concentrate on standardized quality, and learn to interact with customers. Through careful collaboration, Chef Will’s Salt and Sugar apron line was born, and is currently available for purchase on his website.

PROGRAM SPOTLIGHT
Zaman Culinary Kitchen

2019 marked a year of growth for Zaman’s Culinary Kitchen. Staff hosted Café Lunches every Wednesday afternoon at the Hope for Humanity Center, providing a popular mid-week meeting spot for Zamanitarians, partners, and community members. The Kitchen also introduced their Catering for a Cause menu, filled with wholesome and delicious options. In March, Zaman was hired to cater the State of the County Address, delivered by Wayne County Executive, Warren Evans.

Collectively, the Culinary Kitchen raised more than $32,000 to support Zaman’s programs in 2019.
By the Numbers

2,136,028 People Served Globally Since 2010

35,033 People served in Southeast Michigan in 2019

8,081 Hours of vocational training

178,606 Pounds of food distributed

$131,259 Provided in clothing and household goods to clients

19,164 Free meals provided to children through the Summer Food Program

1,800 Backpacks provided through the Ford Fund

14,518 Volunteer Hours

535 Active Partners

1,043 Unique Volunteers

310,546 People served globally in 2019

*As verified by independently audited financial statements

2019 MILESTONES

MEET A ZAMANITARIAN

Abbas Lezuch

Abbas has been volunteering with Zaman for over a year and a half, finding time each semester to spend in service of others. He has become a familiar face for families visiting our Client-Choice Food Pantry and works hard to make the pantry a welcoming space. He also volunteers to deliver food to homebound families in need. Whether he is at the Hope for Humanity Center or at the door of a client family, we know Abbas will prioritize the dignity and comfort of the family in all of his interactions.

Abbas says, “Volunteering here is worth more than working for pay. The reward that you get here at Zaman isn’t monetary. It’s spiritual and emotional, as you know you are serving others.”

In addition to the community at Zaman, Abbas also enjoys working on his nearly fluent Arabic language skills with staff, volunteers, and clients.

Abbas unloads donations for Zaman’s Client-Choice Food Pantry. Photo: Zahra Almosawi

A girl poses with the winter coat she selected at Zaman’s annual Winter Drive. Photo: Zahra Almosawi
Events generated $531,400 for Zaman in 2019, fostering fellowship among supporters and raising visibility for the organization.
Zamanitarians are individuals and groups who are committed to a cause that is larger than themselves. They exert selfless effort every day to make the world a better place, because they believe it is their responsibility to care for their human family. Through their generosity of time, talent and resources, Zamanitarians restore Hope for Humanity.

In 2019 alone, over 1,000 Zamanitarians donated 14,500 hours of service to their neighbors in need. Meanwhile, more than 530 partner organizations, spanning all sectors, found synergy with Zaman’s mission and helped to realize it by making financial or in-kind donations, offering supplemental services to our clients, and serving as community advocates to expand our reach locally and globally.

MEET A ZAMANITARIAN

Dahlia Dabaja

Dahlia Dabaja became a committed volunteer with Zaman in spring of 2019 and has become a fixture in our Client Services Department. She is dedicated to the pantry and serving our client families there, and is also a significant support to our social work staff, helping where needed with data entry, donation processing, and assisting our clients in their shopping experience.

Dahlia says, “Zaman has become a second family for me, and building relationships with clients and staff is both a humbling and impactful experience. The connections that I make as a volunteer are what are truly worthwhile.”

Dahlia is studying public health and will be going into law. She says that her time at Zaman, learning about communities in need, health disparities, and having the privilege of interacting with these families first-hand, has been decisive for her professional goals and formative for her approach to others.
Jenna Chami and Aliya Hakim have been Zamanitarians for most of their lives. Both regularly serve as volunteers in various capacities, including during Zaman’s annual Backpack Drive, sponsored by a grant from the Ford Fund since 2015. This year, the grant sponsored over 1,800 backpacks filled with school supplies for students in Michigan and in Maryland.

In the summer of 2019, Chami and Hakim, now students at the University of Michigan, joined Zaman as summer interns. Motivated by their previous backpack drive experiences, they immediately set their sights on expanding a portion of the local backpack distribution into a one-stop Back-to-School Celebration at the Hope for Humanity Center. In the end, over 260 attendees from Zaman’s Bayt-al-Zahra Urgent Needs Program participated.

Hakim, a sophomore studying Economics, explained their vision for the event: “We wanted to go beyond the basic school supplies, and put on an event where kids could have fun before their school year began.”

Chami, a senior studying Public Health, added, “The goal was to get children eager to go back to school, because education helps improve the health and wellness of all.”

Chami and Hakim worked diligently and strategically to provide attendees with the most comprehensive array of back-to-school services, which ultimately included: backpacks filled with supplies packed by members of the Ford Motor Company Volunteer Corps, brand new pairs of shoes and socks, games, fresh produce boxes, physical exams provided by the Henry Ford Health System Mobile Clinic, eye exams from Lion’s Club of the University of Michigan - Dearborn, dental health information from Contemporary Dentistry, and a delicious meal provided by Zaman’s Culinary Kitchen and Little Kahuna Shave Ice.

Chief Impact Officer Monica Boomer reflected on the importance of this event: “At Zaman, we work to break the cycle of poverty, while still respecting the dignity and wholeness of every human being. By understanding our clients’ basic needs, meeting them, and then going above and beyond to create such an amazing event, Aliya and Jenna exemplified this mission. Following their lead, we are excited to see how the Celebration continues to grow in the future.”

GROUP SPOTLIGHT
Zaman Detroit Run Team

Four years ago, a group of health-conscious Zamanitarians combined their interests in physical fitness and poverty alleviation to create the Zaman Detroit Run Team. The members support each other’s running goals while using their efforts to raise funds for and awareness of Zaman. Since its founding, the team has raised more than $140,000 to support Zaman’s programs.

In 2019 alone, the Team held 136 group training runs, and members participated in running events around the world, including marathons in Bethlehem, Chicago, Boston, London, New York, and Berlin. The Team also became a charity partner for both the Detroit Free Press/TCF Bank Marathon and Ragnar Michigan Relay.

From new runners working to complete 1 mile, to experienced runners looking forward to their next ultra event, 2019 was filled with accomplishments.
Sheri Blanton came to Zaman in July of 2017 and applied for services through our Bayt Al-Zahra Urgent Needs Program. She and our social work team engaged in goal setting exercises to help create a road map to a more sustainable life for her and her daughter.

A year later, Sheri enrolled as a culinary arts student in Building Ongoing Opportunities through Skills Training (BOOST). Stimulated by the challenge of learning, Sheri gained confidence and quickly revealed an indomitable spirit when faced with barriers. She excelled in her test scores, passing her American Hotel & Lodging exam, and receiving her certified line cook credential.

Sheri’s arrival at Zaman coincided with a significant organizational milestone. In 2018, the Department of Labor approved us as an apprentice-training site. Apprenticeship is a proven approach for preparing people for jobs while meeting the needs of business for a highly skilled workforce. It is an employer-driven, “learn-while-you-earn” model that combines on-the-job training with job-related instruction.

When it came time for Zaman to hire our first apprentice, Sheri was the obvious choice. Her passion for self-improvement and interest in enhancing her skills led her to accept the position, and she continues to demonstrate the same reliability and determination she displayed as a culinary student. Her abilities and ingenuity are an inspiration. We are proud of Sheri and honored to have her as a member of Zaman’s team.

**MAJOR MILESTONE**

**Zaman is Awarded the Impact100 Metro Detroit Grant**

On May 21, 2019, Zaman was awarded $135,000 to support its Culinary Arts Kitchen Workforce Development Program, after being selected as Impact100 Metro Detroit’s 2019 grantee.

Across the country, Impact100 groups recruit 100 or more women who each donate $1,000 to become members. For every 100 members, a $100,000 grant is awarded annually to a local nonprofit chosen by members. Impact100 Metro Detroit was formed in July 2015 and strives not only to award high-impact grants to nonprofit heroes in the Metro Detroit area, but also to provide exposure to those organizations and stimulate more active community engagement.

Zaman’s Founder and CEO, Najah Bazzy, spoke alongside other local nonprofit grant finalists on May 21, explaining the Culinary Kitchen’s role in breaking the cycle of poverty. Following the presentations, all members voted for their grantee of choice on-site, and President Amy Anger announced Zaman as the winner.

The grant will support equipment purchases to enhance culinary students’ learning experience as well as staff members who deliver the curriculum and prepare participants for employment. Zaman engages Impact100 Metro Detroit members through periodic written reports and site visits that allow them to see their dollars in action.

“When women come together to help other women, magic happens,” Bazzy said. “This grant will touch the lives of so many women and their families.”
## Financial Summary

### Statements of Activities For the Year

**Ended December 31, 2018**

<table>
<thead>
<tr>
<th>Revenue and Public Support</th>
<th>Without Donor Restrictions</th>
<th>With Donor Restrictions</th>
<th>2018 Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions</td>
<td>831,222</td>
<td>6,506</td>
<td>837,728</td>
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<tr>
<td>Grants</td>
<td>268,611</td>
<td>17,000</td>
<td>285,611</td>
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<tr>
<td>In Kind Contribution</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Food, Clothing, and Household Items</td>
<td>76,820</td>
<td>–</td>
<td>76,820</td>
</tr>
<tr>
<td>Facilities and Services</td>
<td>219,153</td>
<td>–</td>
<td>219,153</td>
</tr>
<tr>
<td>Sale and Donated Items</td>
<td>360,330</td>
<td>–</td>
<td>360,330</td>
</tr>
<tr>
<td>Special Events</td>
<td>(22,873)</td>
<td>(22,873)</td>
<td></td>
</tr>
<tr>
<td>Net of expenses of $110,419 in 2018 and $97,092 in 2017</td>
<td>(22,873)</td>
<td>–</td>
<td>(22,873)</td>
</tr>
<tr>
<td>Other Revenue</td>
<td>5,428</td>
<td>–</td>
<td>5,428</td>
</tr>
<tr>
<td>Gains (Losses) on Disposal of Property and Equipment</td>
<td>1,500</td>
<td>–</td>
<td>1,500</td>
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<tr>
<td>Net Assets Release from Restriction</td>
<td>163,637</td>
<td>(163,637)</td>
<td>–</td>
</tr>
<tr>
<td>Total Revenue and Public Support</td>
<td>1,903,828</td>
<td>(140,131)</td>
<td>1,763,697</td>
</tr>
</tbody>
</table>

### Expenses

| Program                       | 1,649,249 | – | 1,649,249 |
| Management and General        | 50,463    | – | 50,463    |
| Fundraising                    | 45,619    | – | 45,619    |

Total Expenses 1,745,331 – 1,745,331

Change in Net Assets 158,497 (140,131) 18,366

Net Assets: Beginning of Year 783,804 169,955 953,759

Net Assets: End of Year 942,301 29,824 972,125

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*Per 2018 independently audited financial statements*

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## Get Involved

### Become a Zamanitarian

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

#### Donate
- Give new or gently used furniture, clothing, and household items to our Good Deeds Resale Shop (drop off and pickup available).
- Provide hygiene and personal products.
- Purchase sewing and cooking supplies or equipment for use in our programs.

#### Give
- Become a monthly donor.
- Make a one-time gift via check, credit card, or online.
- Make a gift in honor of a loved one.
- Find out if your workplace makes matching corporate gifts.
- Sponsor an orphan.
- Fund a BOOST student scholarship.

#### Volunteer
- Pick up/Drop off donations of food, clothing, and household items.
- Plan or staff a fundraising event.
- Assist clients in our pantry and resale shop.
- Tutor our literacy students.
- Help in our sewing or cooking programs.
- Become a coach for fitness, nutrition, personal finance, or other life skill.

#### Partner
- Organize a donation drive.
- Sponsor one of our events.
- Provide social, financial, health care, legal, or other services to our clients.
- Host a Zaman donation bin at your place of work.

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[View at zamaninternational.org](zamaninternational.org)
hope for humanity
Visit zamaninternational.org to find a donation bin near you.