Hope Rising

2021 ANNUAL REPORT

DIGNITY STEWARDSHIP COMPASSION INTEGRITY HOPE
Some journeys have a clear beginning and end. That clarity often brings some comfort amid hardship and helps provide certainty that actions taken and pain endured all will lead to the desired destination.

For the past two years our world has experienced a COVID-19 journey where certainty seems to evaporate every time we feel we have reached a turning point.

The seemingly endless crisis has provided a collective experience for much of humanity that parallels the trauma women find themselves facing when they come to Zaman. These women, however, eventually emerge self-reliant with sustainable income after taking action to improve their lives and overcome the obstacles they face. The Zaman journey is a difficult but beautiful one born from crisis that shows the power of hope and human resilience.

While we do not know when this pandemic will release its grip on the world, we know that we must do things differently to create a stronger, more equitable society. We must rediscover ourselves collectively in a similar way to the women who come to Zaman. That’s the challenge ahead for every business, community, and organization.

At Zaman, we have used the past two years to double down on what we do best. We have created new tools to break the cycle of intergenerational poverty. We have added physical spaces to support our mission at the Hope for Humanity Center including a new product-to-market kitchen, client-choice food pantry, and industrial sewing center. These spaces support basic needs resources, onsite workforce development programming, and employment opportunities that are all coming to life.

Today, Zaman stands more resilient. We are ready to scale our work while offering a model to the rest of the world to mitigate poverty, food insecurity, and inequities in economic opportunity. We are an organization built around a rising hope that can help our world heal and emerge stronger for generations to come – just like the amazing women who come through our doors.

For those who have helped us along this journey and continue to support Zaman – thank you.
Moments of Hope
Serving Others Throughout Pandemic's Second Year

As the pandemic stretched into its second year, Zaman continued to rise to meet food insecurity, basic needs, and crises exacerbated or created by COVID-19.

New Client-Choice Food Pantry Opens
After the opening of a new, expanded Client-Choice Food Pantry, Zaman’s clients can have the same dignified shopping experience shared by customers in the aisles of local supermarkets every day – complete with fully-stocked shelves, refrigerators and freezers.

Culinary Program Offers Technical Skills, Confidence
In the 2020-2021 academic year, Zaman’s culinary students completed the vocational culinary program virtually, in person or through a hybrid schedule. Students passed ServSafe and American Hotel & Lodging Association exams with outstanding scores and built technical cooking skills setting the stage to pursue employment on and off site.

HOST Literacy Provides 3,000+ Instruction Hours
This past academic year, 64 students enrolled in Building Ongoing Opportunities through Skills Training (BOOST) English literacy classes, meeting virtually with tutors for a total of over 3,000 hours of instruction. Essential to this effort were Zaman’s volunteer tutors who helped students improve their CASAS scores, which assess their English language skills.

MILESTONE Surpassing 2 Million Pounds of Food Distributed
Zaman hit a major milestone in surpassing 2 million pounds of food distributed throughout Southeast Michigan since 2010. It was possible with the support of partners such as, the Church of Jesus Christ of Latter-day Saints, Gleaner’s Community Food Bank, Islamic Relief USA, United Way for Southeastern Michigan, and so many more.

Seasonal Drives Have Major Impact
Whether it be school or winter approaching, Zaman again rose to the occasion to meet the unique needs of each season. This year’s annual backpack drive resulted in a record-breaking number distributed while the annual Winter Drive provided winter coats, boots, hats, gloves and blankets to individuals in need, including many children.

HOSTING Zaman’s First Day of Dignity
This fall, Zaman International and Islamic Relief USA hosted a Day of Dignity focused on improving health care, wellness, and nutrition for marginalized communities. The event provided health screenings and resources to more than 500 individuals who could receive COVID-19 vaccines, produce boxes, lunches, cleaning supplies, first aid and hygiene kits.
**Taking on Poverty One Cookie at a Time**

Zaman’s new gourmet cookie line not only pays tribute to the resilient women the organization serves — the cookies are baked by graduates from the culinary arts program who are employed onsite in the Rising Hope Bakery. Customers are able to purchase the gourmet cookies as well as seasonal treats online as the organization seeks out retail distribution partners. Proceeds from the sales will help expand the program and provide onsite job opportunities that position BOOST graduates to pursue outside employment in an in-demand industry or start their own business.

The cookies were developed under the direction of Zaman’s lead baker Gary Waxler and consultant Eric Kastel. They provide revenue and sustainable onsite employment, but also raise awareness about the organization’s work.

“People like buying products with a purpose that help the greater good, and these cookies and future bakery items will convey Zaman’s mission and message of hope,” Gary said.

In launching Rising Hope Bakery, Zaman hired two of its clients and graduates — Yolanda Gardenhire and Sheri Blanton — to make the cookies.

“Access to sustainable employment is the best way to break the cycle of intergenerational poverty,” said Najah Bazzi, CEO of Zaman. “We help our clients take the vocational skills they learned here and earn a livable wage onsite at Rising Hope Bakery until they are ready to pursue employment outside Zaman.”

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**Help Take a Bite Out of Poverty**

Rising Hope Bakery cookies come individually wrapped yet are available in bulk. They are perfect for family parties, holiday celebrations, or corporate events. Proceeds from sales support Zaman programming. Order today at RisingHopeBakery.com, shipping and pick up options are available.

**Wanted: Distribution Partners**

Zaman is looking for retail outlets to carry products from Rising Hope Bakery. Anyone interested should call (313) 551-3994.

"Careers in baking are in high demand and it takes time to learn, but once you give someone hands-on opportunities to put their skills to work, they get confidence and flourish," said Gary.

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DIGNITY  STEWARDSHIP  COMPASSION  INTEGRITY  HOPE
PARTNER SPOTLIGHT
McGregor Fund

The McGregor Fund supports nonprofits like Zaman working to alleviate poverty in Detroit and Wayne, Oakland, and Macomb counties. It funds across three grant-making priorities: basic needs, recovery and restoration, and skill building opportunities for teens and adults.

"Zaman’s approach to breaking the cycle of poverty stands out because it embraces the whole person, and delivers with dignity and respect a full array of supports that are needed immediately to survive and thrive over the long term," said Heidi Alcock, director of grant development and communications at the McGregor Fund.

In 2020, the McGregor Fund granted Zaman $50,000 to expand its sewing program to include a production center as a component of its Building Ongoing Opportunities through Skills Training (BOOST) program to provide more onsite employment opportunities. That expansion work is currently underway.

"Without these pathways to economic mobility, the cycle of poverty simply cannot be broken."
New Spaces, Expanded Mission

Renovations offer more resources and onsite employment

Zaman is creating more comprehensive programming to better serve its clients, while designing and building out welcoming spaces that offer expanded or new services and onsite employment opportunities. By the end of 2022, Zaman will offer renovated Bayt Al-Zahra offices and new centers for industrial sewing, literacy, and health care programming.

DONATING DESIGN
Firms Providing New Look at Hope for Humanity Center

The new spaces at the Hope for Humanity Center are being designed through local firm True Arch Designs with pro bono support from Studio For and Overlay Office out of New York. The two New York firms contacted Zaman in fall 2020 as part of Design Advocates – a network of design and advising firms that volunteer their time and expertise for the public good.

“This is the reason why we became architects, we wanted to be able to make change for people,” said Fauzia Khanani, founding principal of Studio For and a founding board member of Design Advocates along with Abby Coover, who is founder and director at Overlay Office.

“As women in the field of architecture we are very much in the minority and to be able to support women and mothers, and add to what Zaman is doing for them, is very meaningful,” Fauzia said.
The 2019 CNN Top 10 Hero Award elevated Zaman's mission and drew worldwide attention to the organization – it also brought Subaru's $50,000 matching grant and over $300,000 in fundraising. In the two years since, Zaman has been busy using those resources to expand its workforce development programming.

That progress landed in the global spotlight on Nov. 30 and Dec. 12 as CNN's brand studio Courageous Studios and Subaru returned to the Hope for Humanity Center with video cameras to feature Zaman as a “CNN Heroes Success Story.”

The result: a two-minute video featuring culinary arts graduates Yolanda Gardenhire and Carly Wills working in Rising Hope Bakery.

"The CNN Heroes and Subaru grant gave us a sense of financial security from which we could build," Bazzy said in the video. "I kept thinking, what happens if we could train and then employ (at Zaman). What would happen to that family if we could hire them at a living wage. You not only break the cycle of poverty, you break the cycle of intergenerational poverty."

Since the original CNN Heroes award, Zaman has added a second state-of-the-art kitchen to offer onsite employment and added an industrial sewing center and apprenticeship program. All were featured in the short film that aired on CNN and Headline News on Giving Tuesday as well as during "The 15th Annual CNN Heroes All-Star Tribute" in December. Carly came to Zaman after leaving California and losing her home amid wildfires; she struggled to find employment to support her family during the pandemic.

“They have been through a lot with me,” said Carly, a mother of two. “I feel like I am part of something big and that’s so rewarding.”

For Yolanda, the training from BOOST and employment at Rising Hope Bakery are setting the foundation for her goal of eventually opening her own restaurant, as she told Subaru – a journey that started with a phone call to Zaman.

“You can’t expect your life to change overnight, you have to have the willpower and determination to want it to change,” Yolanda said.

In November, Crain’s Detroit Business recognized Zaman and CEO Najah Bazzy as one of its 100 Most Influential Women, a prestigious honor that occurs once every five years. It showcases women in business, public policy, entrepreneurship, nonprofits and higher education who have used their power to make measurable differences in their field, companies, and communities and across the region and state.

"From our resilient clients to our staff and volunteers – this honor is a collective achievement of women over the years, and we should all be proud," Najah said.
Supporting Refugees

Taking Action When Crisis Hits

Zaman’s earliest work started with refugee families – and unfortunately crises of 2021 created an urgent need in many countries. In response Zaman ramped up its efforts through local and international partnerships to provide relief to those impacted by the tragedies in Afghanistan, Haiti, and Lebanon.

Locally that meant Zaman taking an active role by providing social services to refugee families and coordinating directly with agencies like Samaritas and other organizations to ensure Afghan refugees arriving in Michigan have the short- and long-term support they need.

Community partners like the Church of Jesus Christ of Latter-day Saints and the Dawoodi Bohras of Detroit (pictured) jumped into action to provide essentials like hygiene and cleaning kits, blankets and housewares.

“Sadly, it’s like we’ve come full-circle back to where Zaman started in the ‘90s,” said Zaman Chief Operating Officer Gail Zion. “Refugees and immigrants face cultural and language barriers amid human crisis. We are uniquely qualified to help them stabilize and eventually succeed in their new home.”

Lifting Lebanon

August marked one year since the devastating explosion in Beirut. Soon after the blast, Zaman launched the “Lift Lebanon” fundraising campaign which raised over $463,000. Because its partner International Medical Corps is able to leverage donations, on average, 30:1, this has resulted in more than $13.8 million in impact.

In the past year, Zamanitarians have:

- Supported more than 500,000 health consultations;
- Reached nearly 90 facilities with medical supplies and personal protective equipment (PPE);
- Rehabilitated three primary healthcare centers;
- Provided 10,259 mental health consultations; and
- Reached 2,327 people through awareness-raising sessions to prevent gender-based violence.

Zaman continues to support NGOs on the ground to provide food, clean water, and COVID relief.
Creating Hope Amid Crisis

As COVID-19 continued to impact events and gatherings throughout 2021, Zaman found new ways to adapt and bring Zamanitarians together to celebrate humanity and support its work. With a mix of in-person, drive-thru and virtual events, the organization raised $818,372 in 2021 despite again having a reduced event calendar due to COVID.

1,000 Mile Thanksgiving Challenge

For the second straight year, the Zaman Detroit Run Team turned their miles into meals amid their November running challenge. Partnering with Saad Wholesale Meats, donors matched every mile ran or walked with a week’s worth of meals. Logging 615 miles, hundreds of walkers and runners fed 615 adults and children.

Very Important Philanthropy: The Virtual Edition

February 27 | $239,215 Raised

With the theme, “Hope Amid Crisis,” the 12th annual Very Important Philanthropy Gala brought more than 519 Zamanitarians and top supporters together virtually. Hosted by WXYZ anchor Brian Abel, the event took viewers on a tour of the Hope for Humanity Center showcasing the progress and renovations underway to expand workforce development programming and better support clients. The event was later rebroadcast reaching a larger global audience.

Run Walk Picnic

September 18 | $15,915 Raised

The 12th annual Run Walk Picnic featured an outdoor drive-thru providing 240 participants many fall favorites including burgers hot off the grill, cider, doughnuts, pumpkins and more. Hosted in part by the Detroit Run Team, the event brought together Zamanitarians safely for a fall celebration.

Journey to Hope: Ramadan Campaign

April-May | $528,992 Raised

Pairing a Hope Amid Crisis fundraising campaign and a drive-thru distribution, Zaman provided over 34,000 pounds of food to families in need, serving 1,100 individuals and ensuring that 226 children received Eid Gifts. New this year, Journey to Hope charity kits guided the youngest Zamanitarians through four weeks of charitable acts during the Holy Month.

2021 Moments of Hope

December | $34,250 Raised

The end-of-the-year fundraising campaign – Moments of Hope – highlighted Zaman’s impact in Southeast Michigan and beyond by featuring the organization’s most impactful moments in 2021. Overall, the effort raised $34,250 to close out the year while celebrating Zaman’s mission across social and digital platforms.
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 experience a dignified shopping experience while selecting culturally appropriate and nutritionally balanced food each month.

Industrial Sewing Center
This facility provides onsite training and employment opportunities that help clients earn a livable wage as they launch careers in industrial sewing and fashion or their own entrepreneurial ventures.

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.

Orphan Hope Programs
Operating locally and globally, the Orphan Hope programs provide basic needs and ongoing support for children who have lost a parent.

Zaman Culinary Kitchens
Two commercial kitchens created to support BOOST culinary students and employment opportunities, while also generating revenue for programs by providing catering services and products for sale through Rising Hope Bakery.

Client-Choice Food Pantry
An official partner of Gleaners Community Food Bank, this curated pantry allows families to experience a dignified shopping experience while selecting culturally appropriate and nutritionally balanced food each month.

Sips of Hope Water Projects
In collaboration with international and domestic partners, Zaman supports clean water initiatives and has impacted nearly 20 countries around the world.

Bayt Al-Zahra Case Management Program
As Zaman’s flagship initiative for 25 years, Bayt provides food, clothing, shelter, case management services, and other forms of emergency relief to women, children, seniors, and the terminally ill.

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, mattresses, and household goods.

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.

Plots for Tots
This infant burial program assists families that cannot afford a proper burial for their fetus, infant, or toddler.

Programs with a Purpose

S E R V I N G L O C A L L Y

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

Orphan Hope Programs
Operating locally and globally, the Orphan Hope programs provide basic needs and ongoing support for children who have lost a parent.

Sips of Hope Water Projects
In collaboration with international and domestic partners, Zaman supports clean water initiatives and has impacted nearly 20 countries around the world.

SERVING INTERNATIONALLY

Target
A new community partner in 2021, Target supported Zaman in a variety of ways throughout the year. This included donating cleaning kits, sending volunteers to assist with food distribution and providing a community grant to support BOOST’s vocational and literacy programming.

“Target partners with Zaman because of the impact they have on our store, our team, and our community,” said Liz Coburn, an executive team leader in human resources at Target. “Zaman aligns with our core values of care, grow and win together.”

Target also provided logistical support for Zaman’s annual backpack drive. Overall, the partnership demonstrated numerous ways an organization can support Zaman.


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DIGNITY STEWARDSHIP COMPASSION INTEGRITY HOPE

MEET A ZAMANITARIAN
Kim Marks-Ball, Chef
From counting ballots to teaching culinary arts

In a previous life, Marks-Ball studied political science at the University of North Texas and Wayne State University and worked as an election specialist. However, she discovered that she preferred baking cakes over counting ballots. “Politics and elections are a rush and it’s easy to miss that excitement at times, but there’s just something about the culinary arts that appealed to me,” Kim said.

Much like the clients Zaman serves, Marks-Ball reinvented herself professionally, starting with a degree in culinary arts from Oakland Community College in 2021 and working as a chef instructor at Eastern Market in Detroit. “The similarity between elections and workforce development at Zaman is the impact on the local level — both are extraordinarily important to our community and improving quality of life,” she added.
By the Numbers

| Cents of every donated dollar directly supported programs* | 90 |
| People served in Southeast Michigan | 58,945 |
| Pounds of food distributed | 221,080 |
| In clothing, household goods and financial assistance provided to clients | $167,881 |
| Hours of literacy and vocational training instruction provided in academic year ending in 2021 | 11,291 |
| Donors from around the world | 2,075 |
| Backpacks provided through the Ford Fund | 2,004 |
| Active partners | 529 |
| Volunteer Hours | 4,794 |

Zaman's Long-Term Impact Since 2010

| Pounds of food for Southeast Michigan | 2.19 Million |
| People served in Southeast Michigan | 379,780 |
| People served globally | 2.87 Million |

Financial Summary

Statements of Activities For the Year Ended December 31, 2020

**REVENUE AND PUBLIC SUPPORT**

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<tr>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Total</th>
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<tr>
<td>Contributions</td>
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<td>Grants</td>
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<td>In Kind Contribution</td>
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<tr>
<td>Food, Clothing, and Household Items</td>
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<tr>
<td>Facilities and Services</td>
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<td>Sale and Donated Items</td>
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<td>Special Events</td>
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<tr>
<td>Other Revenue</td>
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<tr>
<td>Net Assets Release from Restriction</td>
<td>202,064</td>
<td>(202,064)</td>
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<tr>
<td><strong>Total Revenue and Public Support</strong></td>
<td>3,199,901</td>
<td>(14,866)</td>
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**EXPENSES**

| Program | 2,390,626 | – | 2,390,626 |
| Management and General | 172,300 | – | 172,300 |
| Fundraising | 103,832 | – | 103,832 |
| **Total Expenses** | 2,666,758 | – | 2,666,758 |

| Change in Net Assets | 533,143 | (14,866) | 518,277 |
| Net Assets: Beginning of Year | 1,093,769 | 204,707 | 1,298,476 |
| Net Assets: End of Year | 1,626,912 | 189,841 | 1,816,753 |

*Per 2020 independently audited financial statements.
Board of Directors

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Mr. Hussein Siblini  
Owner, New Yasmeen Bakery

The Honorable Judge David Turfe  
20th District Court, Dearborn Heights, Michigan

Joseph Alcodray  
Organizational Historian; Principal, Solutions Consulting, PSCU

Donate. Volunteer. Partner.

Help Break the Cycle of Poverty

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

Donate.
Offer monthly gifts and employer matching funds or clothes and household items that help meet basic needs and support Zaman’s mission.

Volunteer.
Come to any number of Zaman’s distribution or fundraising events or lend time in the food pantry, literacy center or Good Deeds Resale Shop.

Partner.
Organize a food or clothing drive, sponsor an annual event, or provide in-kind professional services.

To learn more or donate, visit zamaninternational.org

CELEBRATING OUR PARTNERS:
Hunger Relief

Hunger Relief’s 2021 contributions to Zaman International totaled 10,600 pounds of food, including 3,500 pounds alone for Zaman’s Day of Dignity.

Hunger Relief and Zaman International are grounded in a shared commitment to help vulnerable populations meet basic needs, and shared values that center on the self-sufficiency and dignity of the people the organizations serve.

“Zaman has the infrastructure, programming, and connections to directly reach families in Southeast Michigan. By collaborating with Zaman, we are also able to positively impact our local community,” notes Abizer Ali, Treasurer at Hunger Relief.

Hunger Relief is a nonprofit organization founded by an extended family from India, many of whom now live in metro Detroit. The organization provides direct food assistance to people in need. Learn more: helphunger.org

MEET A ZAMANITARIAN

Kennedy Quinn

Committed to improving women’s health

As Kennedy studied at U of M-Dearborn, a professor noticed her passion for women’s health and recommended she connect with Zaman. Since January 2020, she’s been volunteering, first in the Good Deeds Resale Shop, and now the client-choice food pantry. “I wanted to find an organization that I could help at a grassroots level that supports and uplifts women of all backgrounds by focusing on the unique challenges they face,” said Kennedy, who is now a medical assistant.

With her application into medical school, Kennedy takes pride in supporting Zaman’s mission but also values the experience she is gaining working with a diverse client base. “As a doctor you’ll be seeing people with different life experiences, challenges, and cultures and they may need different medications or treatment. My experience at Zaman is helping prepare me.”