



Hope Works



2022

ANNUAL REPORT

DIGNITY STEWARDSHIP COMPASSION INTEGRITY HOPE

Hope Works

Zaman Is Proving and Practicing It Every Day

In more than 25 years at Zaman, I'm not sure I have ever been more inspired.

Every time I walk along our newly constructed client corridor, each room is a living demonstration of hope in action. The Literacy Center, Rising Hope Bakery, Client-Choice Food Pantry, and Industrial Sewing Center are filled with clients, staff, and volunteers working together to break the cycle of intergenerational poverty.

In some spaces resilient women are employed making gourmet baked goods, sewing leather bags and sports jerseys, and earning livable wages that bring stability to their lives. In others, women are navigating their own unique Zaman journey, learning literacy and vocational skills and other building blocks needed to eventually pursue sustainable employment.

A few short years ago, these spaces did not exist. Today, they provide refuge for women who are creating a future where their children grow up free from poverty and pursue their dreams.

Why does this have me so inspired? Our client corridor and workforce development expansion has been part of our vision since we started Zaman. We've spent three decades climbing the ladder from a group of grassroots volunteers to a world-class nonprofit organization. Yes, we've helped employ clients for quite some time, but we've never been in position to employ so many and provide much greater numbers of clients the sustainability needed to break the cycle of intergenerational poverty.

With our new client corridor, we have space to scale production through new contracts that put more women to work but also create long-term sustainability to ensure our impact persists for generations to come. To achieve that sustainability for client and Zaman alike, we need more distributors selling our baked goods and more partners employing our seamstresses. That's what we're building our workforce development strategy around moving forward.

Zaman has always been a place of hope. But today, thanks to your support, it's a place where hope works in new and impactful ways. It couldn't be more inspiring.

Najah Bazy

Najah Bazy, RN

FOUNDING CHAIR & CEO



Our Mission

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

Core Values

Dignity

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

Stewardship

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

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

Integrity

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

Hope

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

The Zaman Journey

Women entering the Hope For Humanity Center embark on a journey toward stability and sustainability that helps lift themselves and their family out of poverty.



Hope Highlights

Celebrating Another Year of Service



Zaman Surpasses 3 Million Served Globally Since 2010

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This year, Zaman surpassed 3 million people served globally since 2010, an accomplishment that reflects the impact of donors, partners, staff, and volunteers. From providing access to clean, drinkable water overseas to providing workforce training and employment opportunities at the Hope For Humanity Center in Inkster, Zaman continues to serve neighbors in need in Southeast Michigan and around the world.

Rising Hope Bakery Finishes as Top 20 Finalist in Michigan Snack Competition

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Rising Hope Bakery and its gourmet cookie line finished as a top 20 finalist at the "MI New Favorite Snack" competition in Port Huron in September. The competition featured Michigan-based snack food companies with 10 employees or fewer and provided a fantastic platform to highlight the baked goods that support onsite employment for graduates of the BOOST culinary arts program.



Day of Dignity Serves 650 Neighbors in Need

Zaman served more than 650 community members at its second annual Day of Dignity in October, exceeding the inaugural year's totals by more than 100. The event, sponsored by Islamic Relief USA, provided health screenings, hygiene kits, cleaning kits, fresh produce, vaccines, school supplies, and local resources to members of the community.



Winter Coat Drive Reaches Nearly 500 Children as Frigid Temperatures Approach

In early October, Zaman's social services program Bayt Al-Zahra held its annual coat drive, providing winter coats, hats, socks, and gloves to 483 children, helping ensure they can stay warm during the winter months. The event was made possible with support of donors and volunteers as Zaman continues to meet pressing needs within the community.

Students Design New Costume for National Kidney Foundation's Broccoli Superhero

The creativity and talents of Zaman's sewing students were on full display through a partnership with the National Kidney Foundation of Michigan to create a new costume for Regie, a walking, talking broccoli superhero and star of Regie's Rainbow Adventure. The health-based curriculum is designed for teachers to implement in early childhood classrooms with activities that reinforce oral hygiene, physical health, and nutrition.



BOOSTing Zaman

Flourishing Workforce Development Program Forging Path to Sustainability

BOOST – Zaman's education and workforce development program which provides clients the skills and training to pursue sustainable employment – had a banner year in 2022. In doing so, it moved the entire organization closer to self-sustainability for generations to come.

From opening a new cut-and-sew manufacturing center to securing new sewing contracts to operating a professional commercial kitchen, BOOST is delivering best-in-class workforce development. These results will provide long-term sustainability for clients and Zaman, alike.

Through BOOST, Zaman is now employing more clients onsite at the Hope For Humanity Center than ever, and paying livable wages. It also offers potential revenue streams through production contracts and product lines to support Zaman's work.





"This achievement speaks to our resilience and hard work, but also validates our holistic, client-centric approach. We provide everything conveniently onsite where our clients receive integrated training and education with wraparound services."

Gigi Salka, Zaman's Chief Workforce Officer

Michigan's No. 1 Adult Education Program

BOOST students shine as Zaman earns top ranking statewide

Zaman's adult vocational and literacy program ranked No. 1 in Michigan based on educational performance outcomes during the 2021-2022 program year. The success reflects the resilience of more than 70 women who are pursuing literacy, vocational, and entrepreneurship training.

"The growth of our students has been amazing to watch," said Gigi Salka, Zaman's chief workforce officer.

The vocational and literacy program teaches English as a Second Language, from basic reading to grammar skills to more advanced levels needed to pursue postsecondary education or employment. Literacy students often also receive life skills, vocational training, and career navigator support through culturally competent programs designed for mothers facing additional barriers to employment such as low literacy, lack of English proficiency, childcare, and transportation.

The program ranking is annually determined by the state based on adult learner outcomes – known as measurable skill gains. These include educational attainment and academic gains, high school credential completions, employment after program exit and media wage earnings if employed.

Zaman's students notched an 81.69% measurable skills gain, surpassing the state's target by more than 30%.


Cut and Sew

New Industrial Sewing Center Offers Expanded Training and Employment Opportunities

In building out its Client Corridor at the Hope For Humanity Center, Zaman opened a new Industrial Sewing Center complete with space and equipment for cut-and-sew training and manufacturing.

Currently, BOOST students are preparing for careers as professional seamstresses or industrial sewing machine operators. With the specialized space available, Zaman is also providing opportunities onsite for graduates to earn professional experience and earn livable wages through partnerships with local business DO Apparel and nonprofit Mend on the Move.



A woman wearing a beige hijab and a black sweater is working at a sewing machine in a factory setting. She is focused on her work, and a yellow measuring tape is visible around her neck. The background shows other workers and industrial equipment.

"We wanted to expand this line but were struggling to find a quality seamstress. Zaman's workforce development program was able to step in and fill that gap with one of its graduates."

Joanne Ewald, Founder of Mend on the Move

Partners Needed as Production Expands

With Zaman's cut-and-sew manufacturing center open, there is increased opportunity for production that can provide additional onsite employment opportunities as well as revenue to support the overall mission of breaking the cycle of poverty. Zaman continues to seek partnerships and production contracts to employ more clients onsite and grow its workforce development program.

Currently, Zaman has a partnership with DO Apparel to create high-quality athletic jerseys. The Livonia-based company hires Zaman clients to work in the cut-and-sew manufacturing center to meet demand.

"We hope this work gets the attention of employers looking for talented seamstresses in the Detroit region. Our graduates are top-notch with professional certifications and are ready to help fill the skills gap in garment and industrial sewing," said Gigi Salka, Zaman's chief workforce officer.

This past fall, Zaman also began to work with nonprofit Mend on the Move to produce leather tote bags made from seat belts and up-cycled leather donated from automotive companies. Sales of the All-In Tote support Mend's mission of empowering women survivors of abuse.

Practice Makes Perfect for Zaman Apprentice

Israa Yousif Pursuing Her Dreams in Culinary Arts

Israa Yousif's long-time dream is to be a chef, something that felt out of reach not long ago.

As an Iraqi refugee, Israa could speak Arabic and Turkish, but still struggled with English after having spent her first decade in the country mostly at home raising her three children, who are now 20, 13, and 9 years old.

When COVID hit, she decided to pursue her passion through Zaman's BOOST program.

"It's the first time outside the usual errands using limited English," said Israa, who came to the USA in 2012 with her husband and their children as refugees. "So, I said 'I need to do it, I need to believe I can do this.' ... When you believe you can do it. When you can imagine you can do it, if you say you can do it, you can. That's the first step."

Israa is closer to achieving that dream after graduating from BOOST's culinary arts program in the spring, and starting a yearlong apprenticeship as a certified cook at Zaman in June.

As an apprentice, Israa is employed in Zaman's culinary arts training kitchen, as she gains professional culinary experience while earning a livable wage at the organization's Hope For Humanity Center in Inkster. Zaman's apprenticeships are registered with the U.S. Department of Labor to ensure participants gain the hands-on job experience to prepare them for in-demand careers.

"When it came time to decide the next apprentice, Israa came to mind. She's not only a good cook, she wants to learn and is a good collaborator," said Chef Kim Marks-Ball. "Israa practices over and over when she wants to learn something."

"When you work,
it's a more
fulfilling life."


*Israa Yousif
Zaman Apprentice*





Hosting National Apprenticeship Week

As part of National Apprenticeship Week (Nov. 14 to 20), Zaman hosted an open house in partnership with Southeast Michigan Community Alliance (SEMCA) and Michigan Works! to celebrate the impact of apprenticeships and the on-the-job-training they provide. Zaman's apprenticeships in the culinary arts and sewing programs help clients earn an income in a comfortable environment while gaining skills and the confidence to navigate the professional world. Training providers and employers attended the event to learn how apprenticeships can benefit all industries.



"Zaman brought me back to life. I now have an opportunity to realize all of the goals that I had put on hold. I can dream again."

Arwa
BOOST Graduate and
Owner of Arwa's
Corner

'I Can Dream Again'

BOOST Celebrates Student Success

For the resilient women who come to Zaman to better their lives and lift their families out of poverty, their journey takes them from crisis and instability to sustainability and success.

In June, Zaman brought together clients, past and present, to celebrate their progress through the BOOST program.

"Zaman brought me back to life. I now have an opportunity to realize all of the goals that I had put on hold. I can dream again," said Arwa, a BOOST graduate and owner of Arwa's Corner who was selling her intricately embroidered products at the event in the Hope For Humanity Center.

Arwa's Corner is the small business she developed and opened with the guidance of Zaman's entrepreneurship class and reflects the ultimate goal of a client achieving sustainable success after graduating from Zaman.

The end-of-the-year ceremony honored 105 students at various stages of their Zaman journey whether they improved their English skills, gained U.S. citizenship, advanced their education, learned new life and vocational skills, started their own business, or found employment outside Zaman.

During the program, Yolanda Gardenhire, who is employed onsite at Zaman's Rising Hope Bakery earning a livable wage, announced she had earned a high school diploma as she continues to work to build a better life with her son.

"I did it, I completed (earning my diploma) and I want to thank you so much," Yolanda said. "It has been a wonderful journey."



"The Workforce Readiness Program was one of the best courses I have ever taken, it helped me to learn how to grow as a person, how to set and achieve my goals, and how to be professional when I start working in the future."

*Asmahan El Orra
Zaman Culinary Arts
Student*

Zaman Launches Online Workforce Readiness Program

Zaman launched the Workforce Prep Path in the fall to ensure clients have all the skills they need to succeed at work or in the classroom after they leave. The fall cohort included 45 clients, following a successful summer pilot.

The program offers online instruction in four distinct areas of curriculum, including: mental wellness, health and nutrition, job readiness, and financial literacy. Courses are available twice weekly for native English and Arabic speakers in 12-week semesters in fall or spring, while general literacy students can take weekly classes throughout the academic year from September to May.

The prep path is open to clients receiving support through the Bayt Al-Zahra social work program or those pursuing vocational and literacy training through Zaman's BOOST program.



Zaman's origins as an organization date back to helping Iraqi refugees displaced by war in the 1990s and continue today as it aids resettled refugees from multiple countries.

Supporting Afghan Refugees

Zaman has been working with the Afghan refugees as they arrived in Michigan, quickly mobilizing to meet the urgent basic needs of these families. To date, Zaman has served over 400 Afghan families with nearly 100 that are still receiving assistance from Zaman programming.

As refugees began arriving in Southeast Michigan for resettlement, Zaman worked closely with key partners delivering food boxes and cleaning and hygiene kits to the hotels. When families began to settle into homes, Zaman enrolled many in its integration support program where they worked with case workers to find appropriate resources, learn about opportunities for work, pick up monthly food, receive houseware needs, and get help with rent, transportation needs, and other financial requests.



Zaman Travels to Geneva

Lending Our Voice to Global Response to Unprecedented Refugee Crisis

Zaman CEO and Founder Najah Bazzy attended the "Welcoming the Stranger: Shaping the Future" international conference in Geneva, Switzerland on June 20-21 as part of World Refugee Day. The invite-only event brought together more than 50 local and international practitioners of faith-sensitive response from at least 37 countries across Africa, Asia, Latin America, Europe, the Middle East, and North America.

The world has an unprecedented displacement crisis, according to the refugee protection organization HIAS. More people have been forced from their homes than ever before, with over 100 million people – 1% of the entire global population – now seeking sanctuary from war, violence, and persecution.



Advancing Orphan Hope

Creating Educational Pathways for Girls

This fall, CEO Najah Bazzy visited schools in Iraq supported by Zaman through the Orphan Hope program. Operating locally and globally, Orphan Hope provides basic needs and ongoing support to widow and orphan households.

As part of this effort, Zaman donors sponsor orphans each year at \$600 each, providing financial support to families, allowing these children to continue their education and work toward a brighter future. This is made possible through relationships with NGOs, including Development and Relief Foundation which began its work in Iraq in 2013, where a reported 34% of girls don't advance to secondary education.

Inspired by the trip, Zaman granted \$2,500 to enhance the art department at Al-Salihah Girls Academy and purchased 14 computers for the school.



The Al-Salihah Girls Academy, opened in 2014, currently teaches more than 260 girls from grades seven to 12 with a capacity to grow to 400. Graduates, a majority of whom are orphans, have been accepted at prestigious and advanced universities such as medical, pharmaceutical, dentistry, and engineering schools.

Donations to Orphan Hope via Zaman provide clothing, school supplies, transportation fees, tuition, food, and gifts at several of the educational institutions.

"It was so inspirational to see these girls take on their studies, I was amazed by their talents."

*Najah Bazy
Zaman CEO and
Founder*

Visiting the technology class for sixth and seventh grades which aims to improve STEM scores.

The artwork on display was nothing short of amazing.



Nestled in with a cute and inquisitive 8-year-old class at Imam al-Sadiq Elementary. The school was established in 2007 exclusively to educate orphans. In 2022, it educated 450 boys and girls.

DIGNITY STEWARDSHIP COMPASSION INTEGRITY HOPE

The Joy of Gathering Together

For the first time since the pandemic hit, 2022 brought a full slate of in-person events including the return of favorites like the Mother's Day Brunch and Iftar Community Dinner. Zamanitarians enthusiastically gathered together and enjoyed the camaraderie that can only come from breaking bread with family and friends. In total, the events raised \$398,990 to support Zaman's mission.



Very Important Philanthropy *February 26*

With the theme "Hope Rises," the 13th annual Very Important Philanthropy gala brought together 280 of Zaman's top supporters at The Dearborn Inn. Hosted by WXYZ's Brian Abel, the programming highlighted the expansion of Zaman's workforce development initiatives, such as Rising Hope Bakery and the industrial sewing program. It also showcased client successes through the CNN Heroes Success Story video created by Subaru.



Community Iftar Dinner *April 9*

The benefit of lifting families out of poverty took center stage at the 16th annual Community Iftar Dinner at the Bint Jebail Cultural Center in Dearborn, which drew 810 attendees. Mayor Abdullah H. Hammoud delivered a powerful keynote address reflecting on his family's own journey while CEO Najah Bazy highlighted how Zaman is growing to help more clients start a business or earn employment that pays livable wages.



Mother's Day Brunch

May 7

The first brunch since 2019 quickly sold out as 750 women, including Dr. Mirna Farhat and her daughters, attended and delivered record-setting proceeds to support their sisters in need. Guests reveled in the highly anticipated raffle and its 110 prize baskets while shopping the Mother's Day Marketplace. The market featured women-owned businesses that traced their roots back to Zaman, including Arwa's Corner which stunned shoppers with intricately embroidered products.



Run Walk Picnic

Sept. 24

Not even the rain and cold could dampen spirits at the 13th annual Run Walk Picnic. More than 620 Zamanitarians participated in the day of family fun hosted by the Detroit Run Team at Ford Field Park in Dearborn. The Detroit News stopped by capturing smiling faces from the 5K run and walk, kids run, and family picnic.



MEET A ZAMANITARIAN

Maya Mortada

Health Services Director

Keeping the clients' health top of mind

Maya Mortada is a nurse practitioner, mother, and longtime Zamanitarian. Since she was a teen, Maya has been involved with Zaman from volunteering to growing into her current role as Director of Health Services. Maya's passion for community and helping others is what keeps her active in the organization.

"Everything that Zaman does — they keep the client in mind first," said Maya, a value she takes pride in while working within Zaman's wellness services.

Having a background as a nurse practitioner, Maya understands how mental health challenges and chronic illnesses determine a community's ability to succeed. Under her leadership, Zaman is preparing to construct an onsite wellness center to help further prioritize the mental and physical health of its clients.

Zaman's Impact



90

Cents of every donated dollar directly supported programs on average*



220,036

Pounds of food distributed



79,825

People served in Southeast Michigan



\$302,746

In clothing, household goods and financial assistance provided to clients



317,017

People served globally



12,543

Hours of literacy and vocational training instructional provided in academic year ending in 2022



1,957

Donors from around the world



11

BOOST graduates employed at Zaman



579

Active partners



11,203

Hours of Employment provided to BOOST graduates at Hope for Humanity Center



9,544

Volunteer Hours

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

Zaman's Long-term Impact Since 2010

2.4 Million+

pounds of food for Southeast Michigan

454,243

People served in Southeast Michigan

3 Million+

People served globally

Financial Summary

Statements of Activities For the Year Ended December 31, 2021

REVENUE AND PUBLIC SUPPORT	Unrestricted	Temporarily Restricted	Total
Contributions	1,659,862	48,550	1,708,412
Grants	700,430	100,071	800,501
In Kind Contribution			
Food, Clothing, and Household Items	268,569	—	268,569
Facilities and Services	147,315	—	147,315
Sale and Donated Items	317,069	—	317,069
Special Events	(10,224)	—	(10,224)
<i>Net of expenses of \$24,655 in 2021 and \$56,873 in 2021</i>			
Other Revenue	51,209	—	51,209
Net Assets Release from Restriction	89,136	(89,136)	-
Total Revenue and Public Support	3,223,366	(14,866)	3,282,851
EXPENSES			
Program	2,300,141	—	2,300,141
Management and General	253,018	—	253,018
Fundraising	85,487	—	85,487
Total Expenses	2,638,646	—	2,638,646
Change in Net Assets	584,720	59,485	644,205
Net Assets: Beginning of Year	1,626,912	189,841	1,816,753
Net Assets: End of Year	2,211,632	249,326	2,460,958

*Per 2021 independently audited financial statements



Zaman Recognized as 'Great' Nonprofit Second Year in a Row

In 2022, Zaman International received a top-rating from GreatNonprofits, a leading platform for stories about nonprofits that helps guide donation decisions based on feedback provided by the community.

Board of Directors



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FOUNDER | CEO



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Progressive Wealth Group, Equitable LLC



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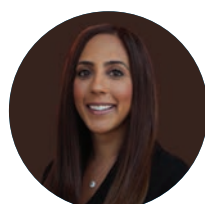
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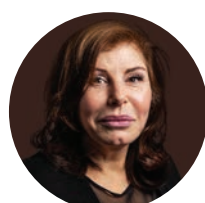
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Organizational Historian; Principal, Solutions Consulting, PSCU

Mr. Ali K. Bazzi
Consultant, Progressive Management Company, LLC

Dr. Rima Charara
Adjunct Professor, Wayne State University

Dr. William H. Restum
Past Zaman Board Member; Past President, Rehabilitation Institute
of Michigan/ Executive Leadership for Detroit Medical Center

Mr. Hussein Siblini
Owner, New Yasmeen Bakery

The Honorable Judge David Turfe
20th District Court, Dearborn Heights, Michigan
Chairperson, Run Walk Picnic

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.

- Become a monthly donor.
- Make a planned annual or estate gift.
- Donate in cryptocurrency or stocks.
- Honor a loved one by donating in their memory.
- Increase your impact through employer matching funds.
- Use Zelle or Venmo to donate conveniently.
Venmo: @ZamanInt | Zelle: info@zamaninternational.org
For Zelle donations, include your name and phone number in order to help track your donation.



Volunteer.

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

Partner.

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

MEET A ZAMANITARIAN

Rachel Dudek

Aspiring physician for underserved communities

Rachel's long-term goal to become a physician for underserved communities is inspired from watching her mother navigate the education system as an immigrant from Indonesia. Today, her goal is to "help people just like her."

Rachel, a University of Michigan-Dearborn graduate spends her one day off volunteering in Zaman's Client-Choice Food Pantry. Volunteering allows Rachel to meet new people, and stay aligned with her personal passion.

"I have been volunteering since I was young, and now I am out of school and I am back volunteering. A friend told me about Zaman's mission and it aligned well with my own mission of becoming a physician," said Rachel.



CONNECT WITH US

Find upcoming events and volunteer opportunities.



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hope for humanity



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

EIN:20-1946065

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