

Ruwwad Jordan Annual Report

2024



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About Ruwwad

Ruwwad Al-Tanmeya is a non-profit community development organization that works with disenfranchised communities through education, youth volunteerism and grassroots organizing. Our approach encompasses an array of programs and projects that, together, strengthen initiative and facilitate redress to problems prioritized by members of the community.

Our Model

Ruwwad is the brainchild of Fadi Ghandour, serial entrepreneur and founder of Aramex International, one of the world's leading logistics companies. A strong advocate of a more public-spirited and decisive presence for the Arab private sector in the sustainable development of the region, in 2005, Fadi mobilized Aramex and brought together a group of likeminded businessmen with the singular aim of deploying entrepreneurship -talent, resources and skills- in the service of community and to help tackle, however modestly, the inequities that pervade the Arab world. Ruwwad's main financial backers are entrepreneurs, whose commitment, experience and reach are put to use in advancing its goals, foremost among them generating opportunities and leveling the playing field for the youth, nurturing 360-civic engagement and actively encouraging ground-up solutions.

Our Values

- Embracing pluralism and diversity
- Promoting equity
- Community service and Volunteerism

2024

in Numbers

Our impact in East Amman/Jabal Al-Natheef and Tafileh



Youth Organizing Program

191
youth scholars

16572

hours of community service

equivalent to 2072 working days



Child Development Program

4386
child beneficiaries

1393
learning sessions
and activities



Adolescents Development Program

2090
adolescent beneficiaries

832
learning sessions
and activities



Community Support Program

1421 families
supported through Referrals, Byoot
Ahaleena Campaigns, Women Support,
and Local Community Partnerships

91 Citizens
received training or employment
opportunities or engaged in economic
empowerment projects

Our Programs

Youth Organizing Program

The program aims to build and organize the leadership of **180** youth scholars annually in East Amman/Jabal Al-Natheef and Tafileh, equipping them with knowledge, skills, and attitudes to become agents of positive change in their communities.

Our partnership with youth focuses on education, participation, and choice. Together, we work to enhance equity in opportunities by ensuring access to quality education and fostering the “Ruwwad Character”—one that is intellectually open, competent, and empowered with the will and ability to drive positive change.

Since the establishment of Ruwwad Al Tanmeya in Jordan in **2005**, up until the end

of **2024**, **1499** youth scholars have benefited from the «Musab Khourma Youth Education and Empowerment Fund» in East Amman/Jabal Al-Natheef and the youth scholarship funds in the south of Jordan in Tafileh and Beidha. Of these,

1001 youth scholars graduated after participating for at least two years in the youth and community service components of Ruwwad's programs.

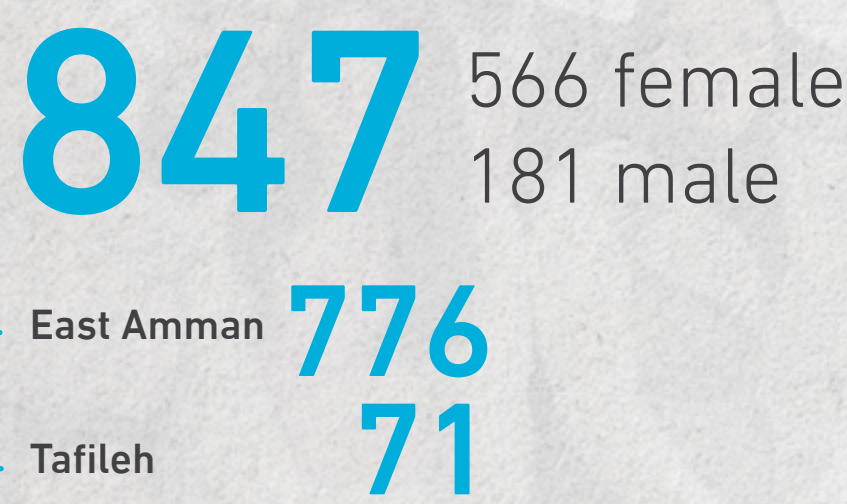


Educational Scholarships Component

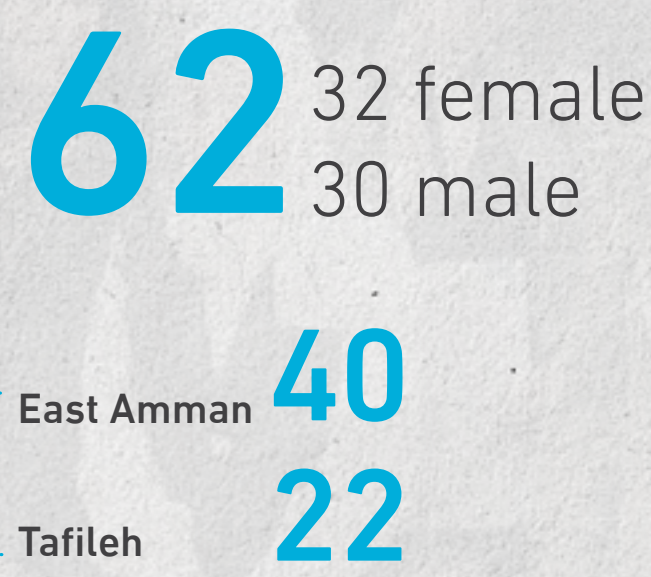
The scholarship fund is the main component of the Youth Program. It aims to provide educational grants to youth scholars to obtain a bachelor's degree or diploma through the Musab Khourma Fund in Amman and the Tafileh Scholarship Fund. In return, each youth scholar must commit to 4 hours of community service weekly within Ruwwad's programs.



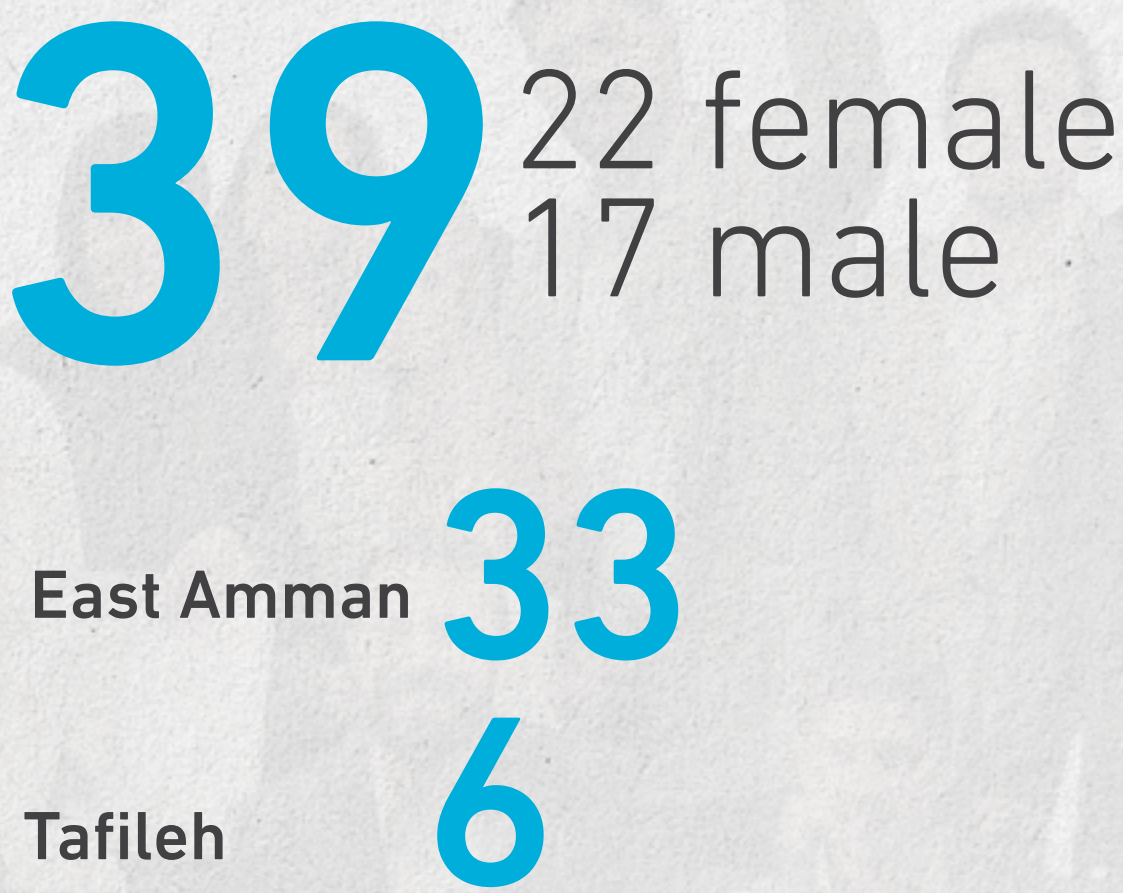
Scholarship applicants



Accepted scholars



Graduates



Enrichment Component

This component aims to develop knowledge, skills, and attitudes related to culture, career, and leadership to prepare Ruwwad's scholarship beneficiaries for engagement in work and life, enabling them to become agents of positive change in their communities.

Enrichment Component



Dardashat **82** sessions

Cultural Competencies **12** sessions

Book Club **10** sessions

Leadership Track

"Know Yourself and Leave your Impact" Fellowship **23** sessions

Youth-Led Initiatives **24** Initiatives



Career Track

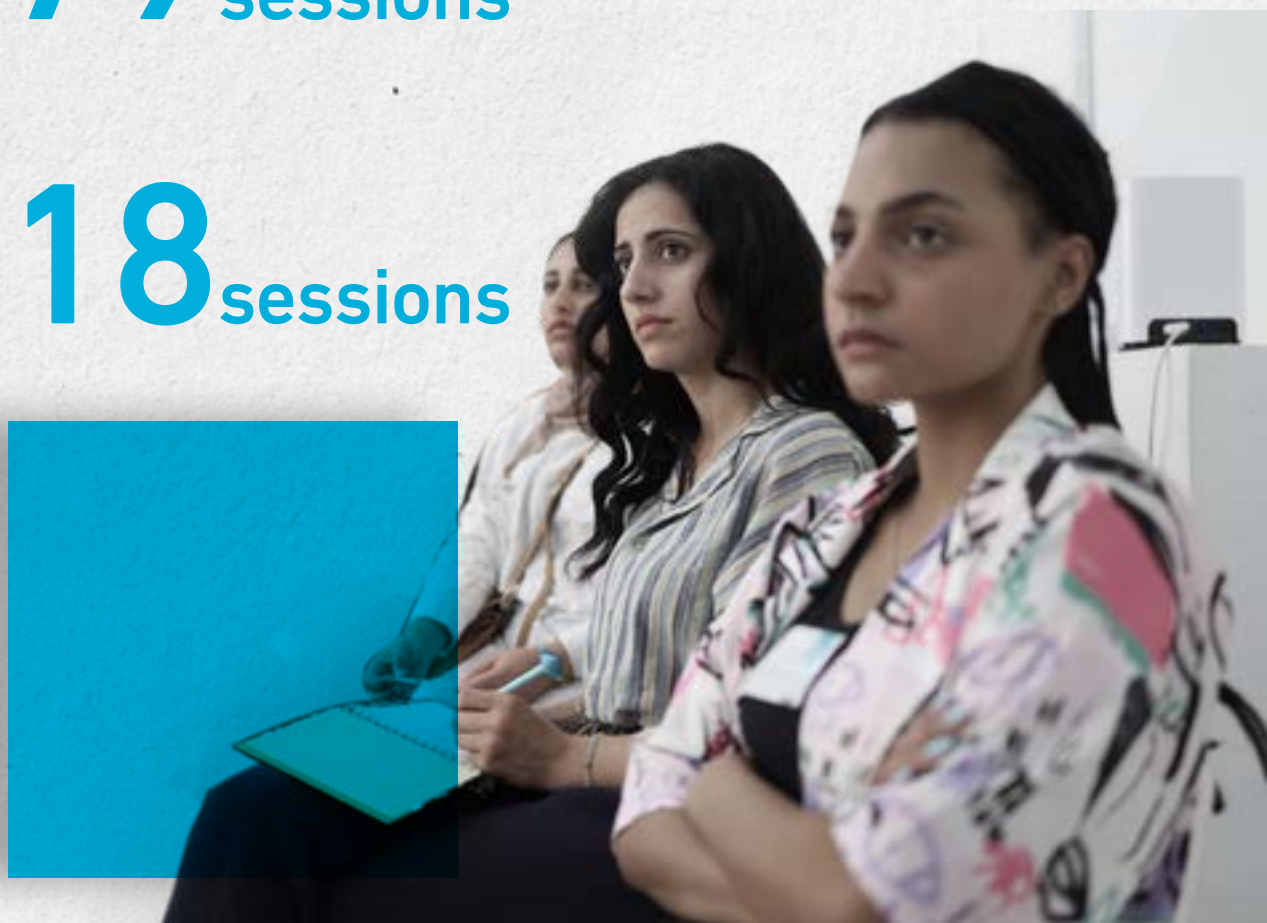
English Track **5** English courses

Digital Literacy **22** sessions

Business Skills **26** sessions

Educational & Vocational Guidance **79** sessions

Internships **18** sessions



Key Events of 2024

Youth Organizing Program



30/11/2024

Graduation of Ruwwad's Educational Scholarships Youth Scholars

An event celebrating **39** youth scholars who have completed their academic requirements at universities, as well as the community service and enrichment requirements of their scholarship journey with Ruwwad.



15/9/2024 - 16/11/2024

Orientation for Newly Accepted Youth Scholars

A comprehensive orientation program for newly accepted youth scholars in East Amman/Jabal Al-Natheef and Tafileh, introducing them to Ruwwad's programs, activities, and methodologies through diverse interactive sessions to prepare them for their scholarship journey and volunteer engagement.



15/8/2024

Ask the Expert" Day

An event that connected youth scholars with mentors from their respective majors to discuss the job market, including essential skills, existing challenges, and strategies for overcoming them.



Key Events of 2024

Youth Organizing Program

East Amman/Jabal Al-Natheef



24/2/2024

“Service Above Self” Day

A day dedicated to preparing youth scholars to volunteer in a program different from the one they volunteered in last year, and preparing new youth scholars to engage in community service for the first time, through various guidance activities.



2/3/2024

Graduation of “Know Yourself and Leave Your Impact” Fellowship

A celebration of the youth scholars’ learning journey in the six-month fellowship, which focuses on empathy, the scout mindset, and healthy self and interpersonal communication.



5/8/2024 - 7/8/2024

Academic Guidance Sessions for Musab Khourma Youth Education and Empowerment Fund Applicants

A series of sessions aimed at supporting scholarship applicants in making informed decisions about their education based on the latest developments in education and employment pathways, as well as guiding them through the university and college application process.



Tafileh



20/4/2024 - 29/5/2024

Youth-Led Initiatives

A series of initiatives planned and implemented by Ruwwad Tafileh youth scholars to address priority community challenges. These initiatives were carried out after a training that enhanced their knowledge and skills related to community initiatives and equipped them with the necessary tools for implementation.



" The experience was not just about transferring knowledge; the essence of the idea was to help others grow and develop, just as someone else helped me before." *Nada Obeid*

Nada joined the Musab Khourma Youth Education and Empowerment Fund in 2020. Through the Enrichment Component and Cultural Competency Trainings, she participated in the «Philosophical Practices» training with coach Isabelle Millon. Now, she is skilled in facilitating «Philosophical Practices» sessions for youth scholars as part of the Dardashat Sessions.



Our Programs

Child Development Program

The Child Development Program aims to enhance the knowledge, skills, and attitudes of children aged 6 to 13 years, focusing on lifelong learning. It seeks to promote developmentally appropriate practices within the community to ensure protection from violence and to strengthen learning through play, children's literature, and the arts.

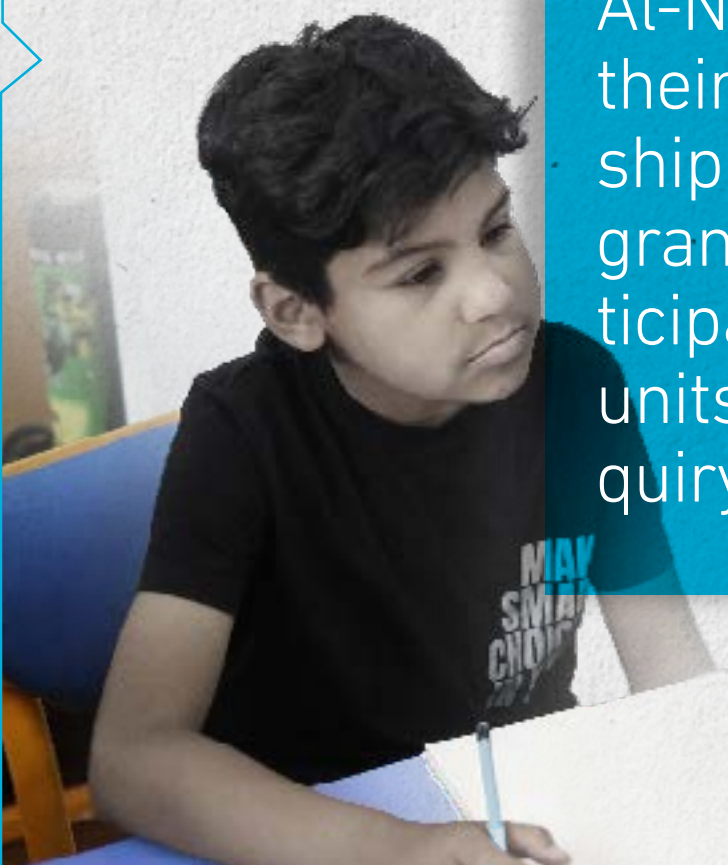
The program team and volunteers dedicate themselves to building age-appropriate knowledge and skills, answering children's questions, and guiding each child through a journey of personal, emotional, and physical growth.

The program consists of **three integrated components** that foster children's creativity and overall well-being: **Learning Incubator, which is based on an inquiry-based learning approach, Parental and Community Support and Schools' Outreach.**



3787 students

from **28** schools near our centers took part in enrichment extracurricular activities organized by the program.



29 children in Jabal Al-Natheef completed their one-year leadership journey in the program, where they participated in learning units based on an inquiry-based approach.



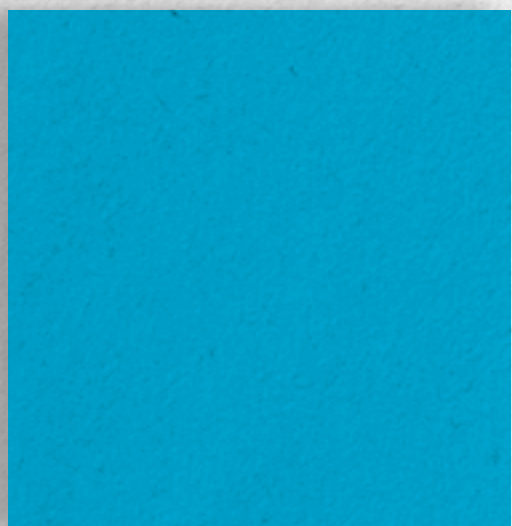
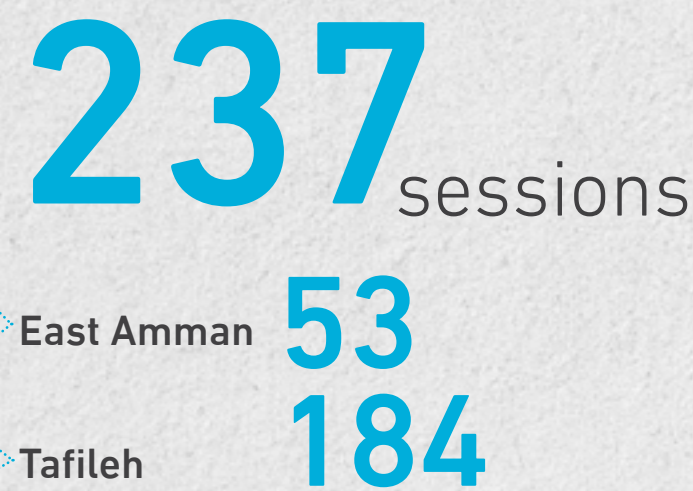
Through the Child Development Program components in **East Amman/Jabal Al-Natheef and Tafileh,**

450 repeat children participated in our activities in 2024. They engaged in library activities, including reading, children's literature, creative arts, academic support, and summer and winter clubs.

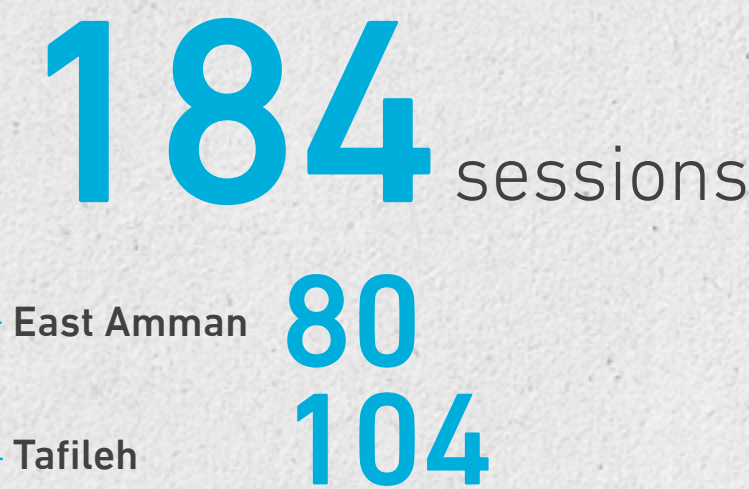
Learning Incubator Component

This component aims to develop children's knowledge, skills, and attitudes through creative arts, children's literature, and learning units.

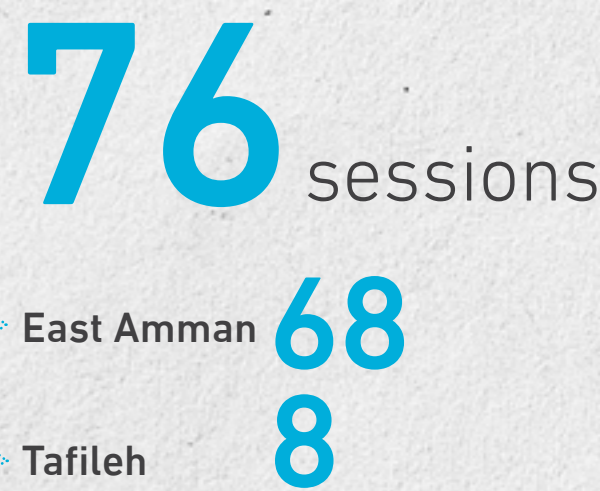
Library and Child Literature



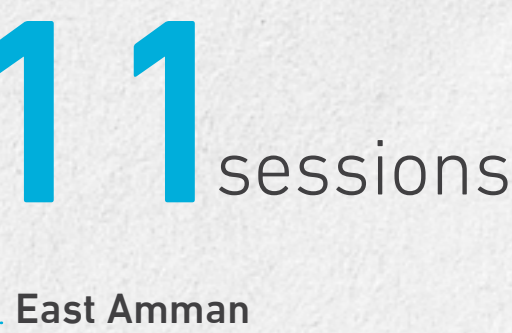
Creative Arts



Summer and Winter Club



Pluralism and Diversity Unit



" Art makes me feel happy and entertained. It helps me release my energy and express everything inside me. I learned that through art, we can explore new things. "

Renas Al-Faraj

Renas, 13 years old, has been actively participating in Ruwwad's Child Development Program in East Amman / Jabal Al-Natheef since 2022. Over the years, she has developed artistic skills in visual analysis and using artistic elements in her creations. She visits the Arts Free Space at least twice a week, carefully selecting colors, surfaces, and tools to produce symbolic and emotionally expressive artworks.



Parental and Community Support Component

This component aims to support the child's community by providing reading and writing support lessons, as well as offering a safe space for children to engage in free activities.

Schools' Outreach Component

Our work with schools aims to enhance learning through children's literature and arts sessions.

Reading & Writing Support Free Space

297 sessions

East Amman **139**
Tafileh **158**

195 sessions

East Amman **80**
Tafileh **115**

Schools Outreach

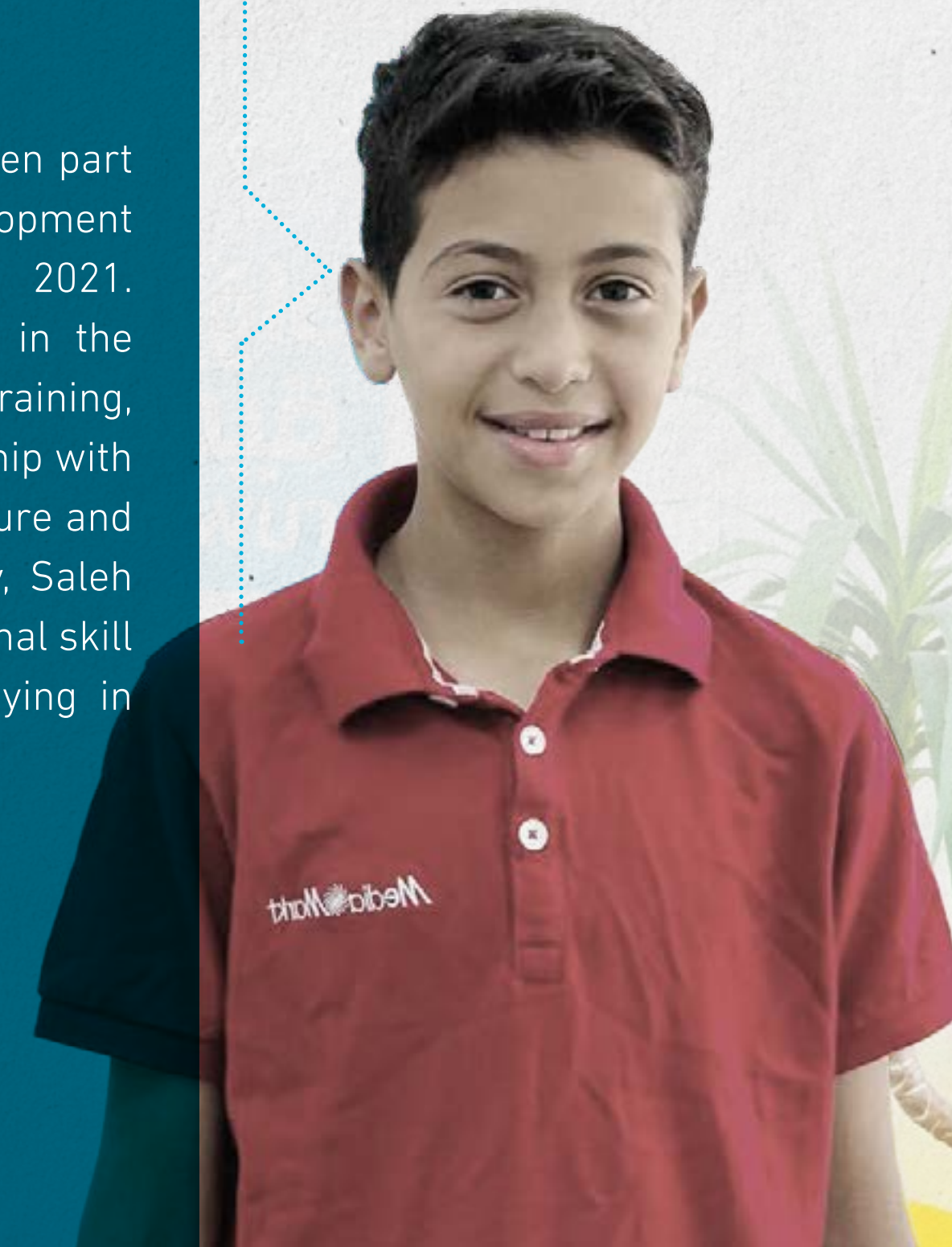
316 sessions

East Amman **49**
Tafileh **267**

" Music is a language everyone understands, and it also understands everyone. In all of Tafileh, there's no place that nurtures my love for it like Ruwwad does. "

Saleh Al-Farahid

Saleh, 11 years old, has been part of Ruwwad's Child Development Program in Tafileh since 2021. This year, he participated in the «My Journey with Music» training, part of Ruwwad's partnership with Baqa'a Association for Culture and Arts. Though naturally shy, Saleh has demonstrated exceptional skill in musical scales and playing in front of an audience.



Key Events of 2024

Child Development Program

East Amman/Jabal Al-Natheef



14/1/2024 - 20/1/2024

“Time Machine” Winter Club

The annual winter club featured activities and events focused on the concept of time, helping children develop knowledge, skills, and values related to time management as a crucial resource for their lives and for achieving their goals.



6/5/2024 - 26/10/2024

Children’s Literature Unit: “We Read and Talk About Palestine”

This unit aims to develop knowledge, skills, and attitudes toward the pleasure of reading, based on an inquiry-based methodology and storytelling, focusing on various stories and topics related to the Palestinian cause, including customs, heritage, and the Palestinian struggle. This coincides with the genocide to which the Palestinian people were subjected to in Gaza.



4/8/2024 - 14/8/2024

“Amman: City of Seven Hills” Summer Club

During the annual summer club, children explored the history of Amman and its cultural and social diversity. They expressed their dreams and visions for their city’s services, environment, and urban landscape through models, films, and collage art.



12/10/2024 - 30/11/2024

Pluralism and Diversity Unit

This unit aimed to introduce children to the concept of identity and the ways in which identities are formed and influenced, fostering acceptance and appreciation of diversity.



Key Events of 2024

Child Development Program

Tafileh



6/7/2024 - 20/7/2024

“Together We Are” Main & Sub Summer Club

The annual summer club focused on the importance of relationships and how to view them as a resource for personal growth in children. The main club was held at Ruwwad Tafileh Center, while branch sessions took place in the villages of Al-Jurf, Eimeh, Erwaim, and Bseira.



نكوز
للحما
علاقات...روابط...تواصل



4/8/2024 - 29/9/2024

Learning Unit: “Tafileh’s Shams Theater”

Children explored theater as a tool for critical thinking, skill-building, exploration, and imagination.



13/7/2024 - 10/9/2024

Learning Unit: “Artists of the Future”

Children discovered the basics of colors and shapes, working on collaborative art projects that enhanced their teamwork, empathetic listening, and communication skills.



Our Programs

Adolescents Development Program

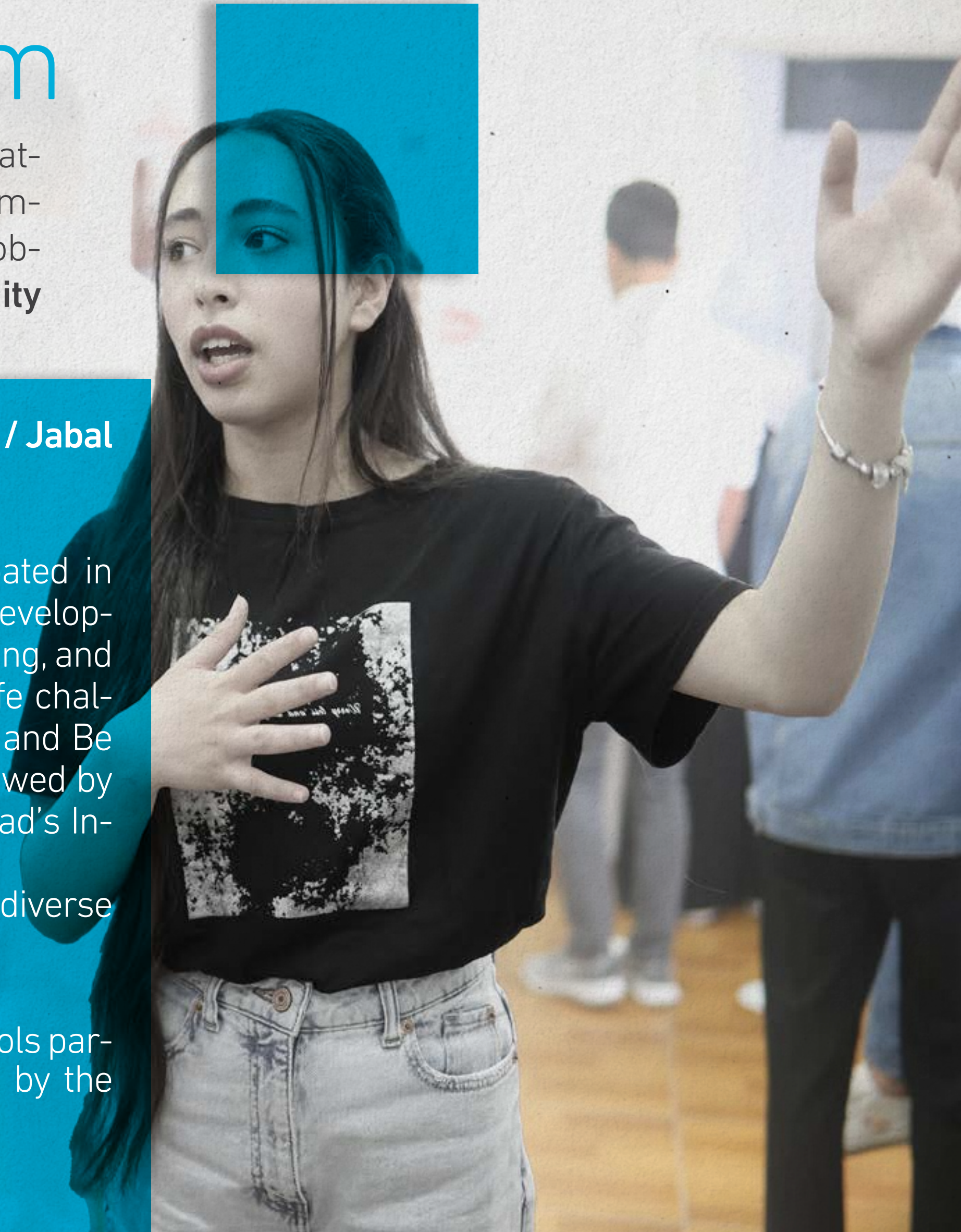
The program aims to work with adolescents aged 14 to 17 to enhance their knowledge, skills, and attitudes, empowering them to become active citizens capable of driving positive change in their communities. The program focuses on equipping adolescents with innovation, critical thinking, and problem-solving skills through three key components: **Innovation Incubator, Parental and Community Support, and Schools' Outreach.**

Through the Adolescents Program components in East Amman / Jabal Al-Natheef and Tafileh

a total of **183** recurring adolescent beneficiaries participated in our activities in 2024. Some embarked on a two-year journey, developing critical thinking, problem-solving, digital literacy, design thinking, and digital fabrication skills to create innovative solutions for real-life challenges. This was achieved through the "Connect to Your Power and Be Part of the Change" Fellowship and Digital Literacy training, followed by engagement in various design studios and workshops in Ruwwad's Innovation Space.

Others took part in academic support activities, Coding Club, and diverse Free Space activities.

Additionally, **1768** students from **15** neighboring schools participated in enrichment and extracurricular activities organized by the program.



Innovation Incubator Component

This component aims to develop adolescents' knowledge, skills, and attitudes related to innovation, critical thinking, problem-solving, and cognitive flexibility through a structured learning journey and diverse activities.

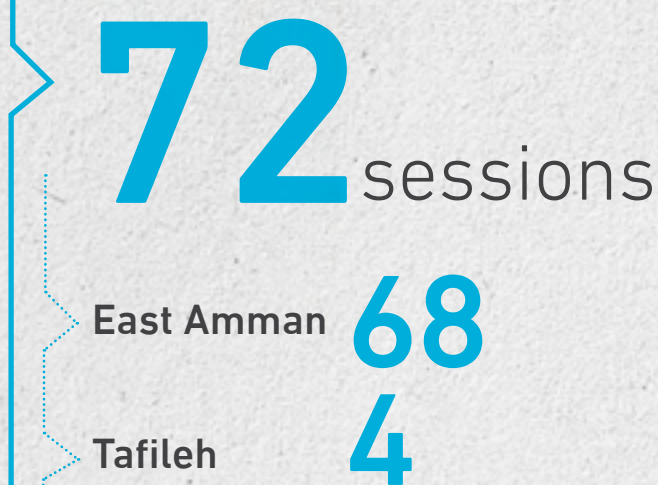
“Connect to Your Power” Fellowship



Digital Literacy



Innovation Space



Coding Club



" I have learned so much here things that helped shape my personality, like how to interact with others and handle challenges. I've become more accepting of people who are different from me. I also gained new skills and knowledge that expanded my understanding of many topics. One of my proudest moments was planning and leading workshops for my fellow adolescents, it was my first time presenting something in front of others. Ruwwad has given me learning opportunities, and I aspire to become a volunteer in the future. " *Mohammad Ezz*

Mohammad, 15, joined the Adolescents Program in 2023. Over time, his positive attitude, commitment to workshops, and support for his peers became evident. He successfully planned and led two workshops on Morse code and the Smart Bomb Game, inspiring his fellow participants through his initiative and personal growth in the Adolescents Free Space.



Adolescent Community Support Component

This component aims to support the adolescent community by providing academic support lessons and creating a safe space for adolescents to engage in free activities.

Schools' Outreach Component

Our work with schools aims to enhance learning through innovation and neuroplasticity among adolescents in schools.

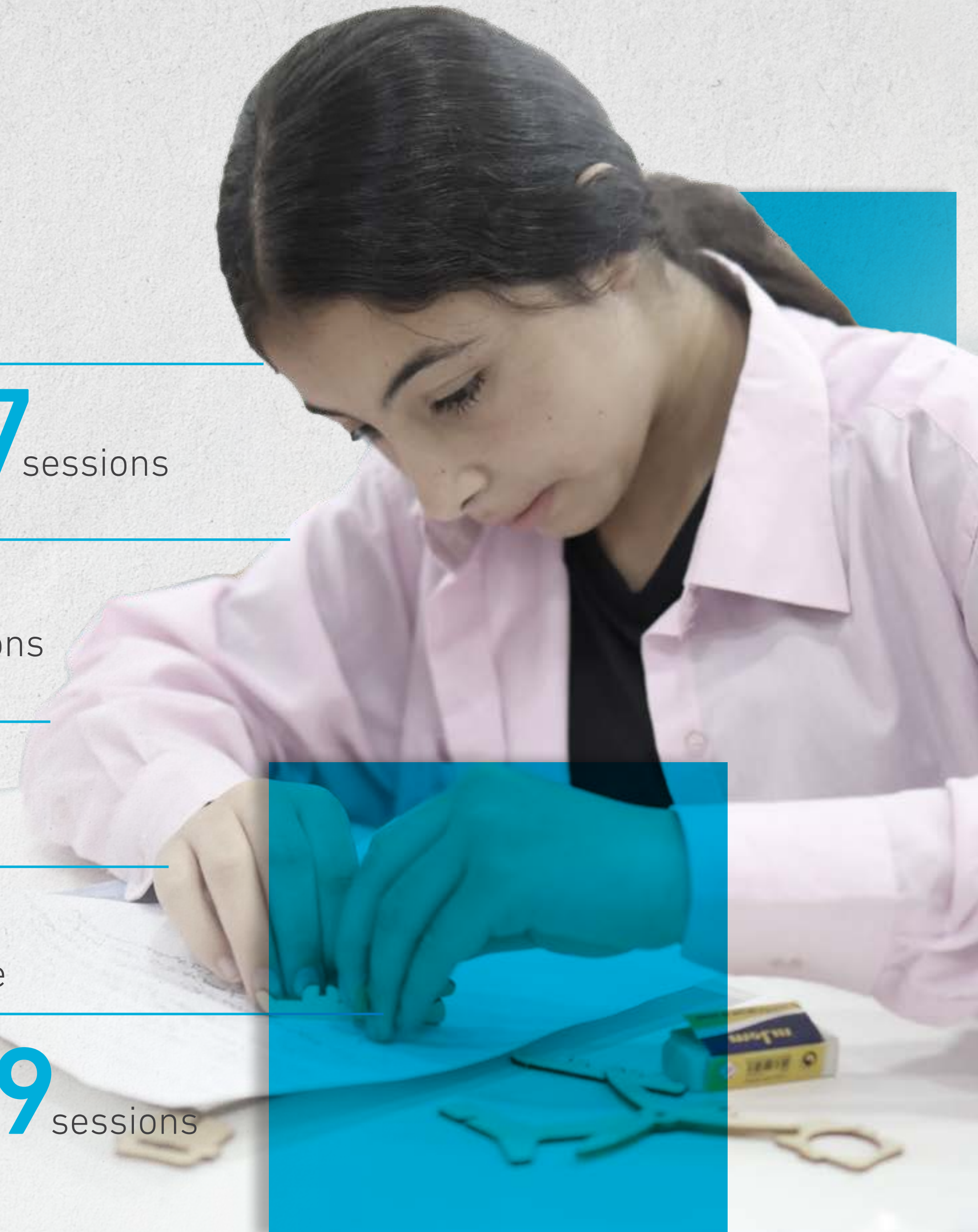
Academic support **157** sessions

Free space **273** sessions

Winter club **6** sessions

Adolescents-led Initiatives **11** Initiative

Schools' Outreach **159** sessions



Key Events of 2024

Adolescents Development Program

📍 East Amman/Jabal Al-Natheef



30/1/2024

Opening of the Adolescents Free Space

This year, the Free Space for Adolescents was established after assessing the needs of adolescents in the area. It serves as a safe and interactive environment where Ruwwad adolescents can gather, learn, and engage in various workshops. The space is equipped with games, books, and learning tools to support active learning.



7/9/2024 - 14/9/2024

“Simulation 3” Exhibition

The final showcase of adolescents projects, displaying individually designed works and products developed within the Innovation Space, utilizing design thinking methodology and digital fabrication tools.



11/5/2024

Graduation of “Connect with Your Power & Be Part of the Change” Fellowship and Digital Literacy Training

A celebration of adolescents learning during the first phase of their journey, which covered essential personal skills such as empathetic listening, neuroplasticity, self-management, and dealing with difficult emotions, alongside basic computer skills.



11/11/2024

Conclusion of “EduPlay: Learning Through Play” Studio

A closing event for the first studio within the adolescents journey in the Innovation Space, where participants applied design thinking processes to create different board games aimed at addressing learning challenges in their local community.



Key Events of 2024

Adolescents Development Program

📍 Tafileh



13/1/2024 - 18/1/2024

Winter Club "Media 101"

The annual Winter Club for adolescents focused on media as a fundamental part of modern life. Sessions explored the concept, importance of media, and different media channels, culminating in the creation of media-based projects.



30/7/2024

Launch of the adolescents journey in the Innovation Incubator

This year, 20 adolescents embarked on their Innovation Incubator journey, which consists of three phases which are «Connect with Your Power & Be Part of the Change» Fellowship – focusing on empathetic listening, managing difficult emotions, fostering a growth mindset, and discovering personal compass, Digital Literacy – enhancing computer literacy and digital skills, and Innovation Space Studios – developing design thinking skills through hands-on projects.



23/4/2024 - 8/5/2024

Adolescents-led Initiatives

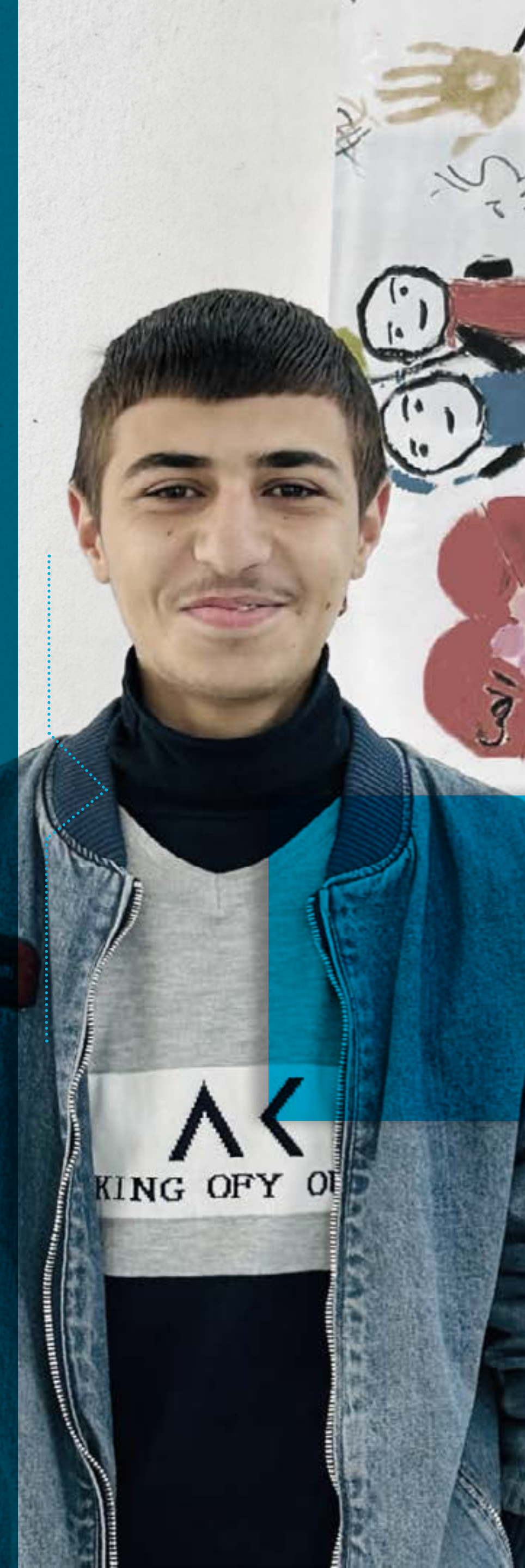
As part of the program's leadership development efforts, adolescents planned and implemented initiatives for children at the Ruwwad Tafileh Center, tailored to the needs of the children and the priorities of the surrounding community.



" Ruwwad is the place that held my hand and guided me toward many paths I forgot about it, shaping me into a responsible, optimistic, and passionate Rashed. "

Rashed Al-Hawamdeh

Rashed, 16, joined Ruwwad in 2016 as a child before transitioning to the Adolescents Program. Despite his increasing responsibilities, balancing work and preparing for high school, he remains deeply committed to the program's various sessions and volunteers regularly with both children and youth. His interests have expanded, and his leadership and social skills have significantly developed through his involvement in Ruwwad.



Our Programs

Community Support Program

At Ruwwad, we believe that the most effective solutions to the challenges a community faces are those created by its own members. Based on this belief, our Community Support Program follows a collaborative, participatory approach, working hand-in-hand with key stakeholders as partners and decision-makers. The program focuses on building relationships and fostering commitment between neighborhoods and the broader community by facilitating access to rights-based services, raising awareness, and promoting economic empowerment through partnerships. Our goal is to achieve equal access to opportunities, justice, and a dignified life. The Community Support Program is structured around three key components: **Community Help Desk, Women Support, and Local Community Affairs.**



In 2024, **1421** families benefited from our Community Support Program, receiving **627** essential services through our “Byoot Ahaleena” campaigns, which included: food vouchers, winter heating assistance, Ramadan support, and medical aid campaigns.

289 families received job opportunities, training, medical treatment, or legal assistance through program referrals.

20 schools near our Jabal Al-Natheef center were supported with infrastructure maintenance and activities, directly benefiting **1500** students

of all ages. Additionally, **21** citizens with disabilities produced 3,756 clay pieces and artworks through the “Beyt Silsal - Shakkel” workshops.

Moreover, **39** women participated in our economic empowerment activities, generating a total income of

24759 JOD through our partner initiatives.



Community Help Desk

This component aims to facilitate community members' access to rights-based services through various campaigns and referrals to partner agencies to provide various support services.

"Byoot Ahaleena" Campaigns

319

benefeciary families

"Byoot Ahaleena" Medical Campaigns

308

benefeciary families

Emergency Support

42

benefeciary families

Refferals

289

benefeciary families



" I never imagined I could see normally again. I thought it was impossible, but thanks to the program's support, I can now live a normal life. "

Lina Al-Maani

Lina suffered from severe myopia and astigmatism in both eyes and needed lens implants costing 3,000 JOD. Without the procedure, her family members had progressively lost their vision due to the same condition. Through the program's referral to Tadamon Organization, the required amount was raised, and after lens implantation surgery, Lina regained her full vision.



Women Support Component

This component aims to raise public awareness in legal, health, educational, and psychosocial areas, empowering citizens to exercise their social and economic rights.

Capacity Building & Awareness Raising

47 sessions

Economic Empowerment Partnerships

62 beneficiary citizens

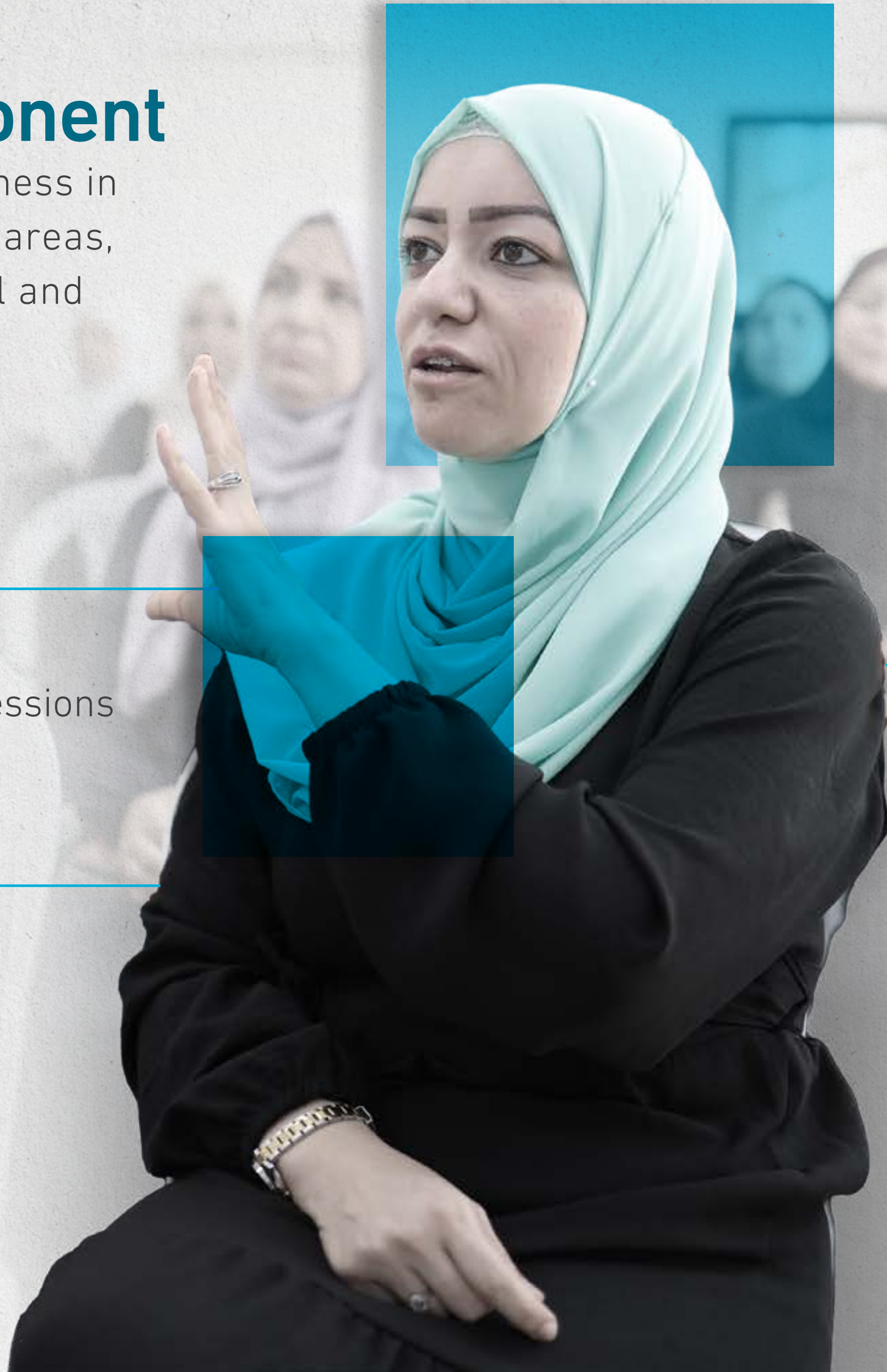
Local Community Affairs Component

This component focuses on building connections, fostering participation, and strengthening solidarity within the neighborhood and local community.

81

sessions and meetings with local partners and community members

Local Community Affairs



Key Events of 2024

Community Support Program

📍 East Amman/Jabal Al-Natheef



19/5/2024

“Partnerships for Change” Meeting

An annual meeting with community partners to enhance collective understanding of social issues, identify effective solutions, and explore available resources and opportunities. The event also encouraged experience-sharing and joint coordination. 42 partner organizations participated this year.



“Byoot Ahaleena” Medical Campaigns – Year-round

As part of the “Byoot Ahaleena” campaigns, medical campaigns were activated this year in collaboration with different partners. These included: an eye and dental check-ups & treatments campaign, a pediatrics campaign, and a campaign mobilizing women for early breast cancer screenings.



23/7/2024 – 22/8/2024

Neighborhood Visits

A series of regular home visits to 57 neighborhood families aimed at strengthening relationships with the community, understanding their needs and expectations, and identifying opportunities for collaboration to improve Ruwwads' impact.



Ruwwad Center's Transition in Al-Beidha

On March 2, 2024, we celebrated **14** years of giving and higher education scholarships at our center and children's library in Al-Beidha. . After **14** years and as part of our sustainability efforts, the Shams Al Beidha library books have now transitioned to Al-Beidha Elementary School, ensuring that reading and extracurricular activities remain accessible to students within the school environment.

Since the establishment of Ruwwad Beidha in 2009 and until the end of 2023, **46** university scholarships were awarded. Of them, **38** graduate youth scholars completed their community service and volunteer work at Shams Al-Beidha Library. During that period **120+** recurrent children and adolescents benefited from the library activities, including: Academic support, Children's literature, Creative arts, Sports, and interactive learning through Inquiry Based Learning Units on Bedouin heritage, archaeology, natural resources, and livelihoods. Many of our young learners later joined our youth program and scholarship fund, becoming active community volunteers.

We are proud to have been part of the Al-Beidha community for 14 years and wish its children, youth, and community members continuous wellbeing, learning, and growth!



Our Projects

In addition to our regular programs, we collaborated with various partners to implement **4** key projects in **2024**, focusing on gender-related social norms, and economic justice through entrepreneurship and employment. These projects directly benefited **282** individuals.



Bridges of Dignity

2024 - 2026

Funded by

drosos (...)

The Bridges of Dignity Project aim to

empower youth in marginalized communities in Jordan to lead dignified lives and contribute positively to their communities through career-related skills and resources. This is implemented through two tracks, the first with adolescents (14 - 17 years old):

90 participants in East Amman (Jabal Al-Natheef) and Tafileh, and the second with youth (18 - 25 years old): **60** participants in East Amman (Jabal Al-Natheef).

For Adolescents

East Amman/Jabal Al-Natheef & Tafileh

A comprehensive journey to empower adolescents was launched with the beginning of the project this year, through the implementation of the following within the components of the institution's Adolescent Program.

- Fellowship: "Connect with Your Power and Be Part of Change"
- Digital Literacy
- Innovation Space studios and workshops



For Youth:

East Amman/Jabal Al-Natheef

A comprehensive journey to empower youth scholars was launched at the start of the project this year, through the implementation of the following within the career track of the Youth Program.

- Business and employment skills training
- Regular mentorship and coaching sessions with specialists
- 3-6 month internships with partner companies
- Launch of Ruwwad Alumni Club



من الابتكار إلى التكوين

Project
2023 - 2026

Funded by

spark



Funded by the European Union
بتمويل من الاتحاد الأوروبي

From Innovation to Creation aims to

support local start-ups and entrepreneurs in Jordan, Lebanon, Palestine, and Tunisia by enhancing business ecosystems, fostering innovation, and promoting economic growth.

In Jordan through Ruwwad, the project supports **25** small business owners in East Amman, Ajloun, and Tafleh through capacity-building and access to resources and networks and financial support.

- After selecting entrepreneurs from East Amman last year through an application and evaluation process, this year focused on building the capacity of entrepreneurs by conducting **318** training and mentorship sessions in business development, marketing, and financial management.
- Enhanced access to resources for entrepreneurs and other interested parties through **16** events, including Business Dardashat, networking activities, and benefit-sharing exchange sessions.
- Financial support was provided to support entrepreneurs in growing their businesses.
- Applications for the projects second cycle were announced in Tafleh and in Ajloun through our partners "Intermediaries for Change".



"At the start of my entrepreneurial journey, I felt lost. My idea was just a seed, but it had no soil to grow in. That's when Ruwwad stepped in, not only providing technical support and training but, more importantly, giving me hope and belief in myself. They embraced me with care and professionalism, guiding

Arwa Sabra

Arwa, a participant in the From Innovation to Creation project, is an entrepreneur from Sahab. She owns a grape farm in Jerash and runs a workshop where she produces seven different grape-based products.

ILHAMEE

2023 - 2028

Funded by

In partnership
with
RÉPUBLIQUE
FRANÇAISE
Liberté
Égalité
Fraternité



The ILHAMEE project seeks to

support refugees and local communities to achieve economic independence through specific job market skills training. It will do so through training 2000 young men and women on "Six Tools for Work" which encompass principles of empathy, personal compass, neuroplasticity, self-care, and dealing with difficult emotions.

- At the beginning of 2024, **16** graduates from the Musab Khorma Scholarship Fund were trained on "Six Tools For Work"
- Afterwards, the graduates delivered **6** workshops to youth participants.



" Participating in the 'Bridges of Dignity' project is a real opportunity and a stepping stone for young people entering the job market. It serves as a lighthouse, giving us a clear view of the tough work environment and helping us prepare for it before diving in".

Mohammad Salim

Mohammad engaged in various activities within the Bridges of Dignity project, including enrichment training and career guidance sessions. Just a few months after graduating from Ruwwad he landed a job at the Justice Center for Legal Aid.



She LEADS Project

2023 - 2024

Funded by



The "She Leads" project aims

promote positive social norms to unlock the potential of adolescents and young women, empower civil society and the legislative environment in Jordan to adopt gender-sensitive programs and promote meaningful participation of adolescents and young women. This is done through a variety of trainings, facilitating community-led research with adolescents and youth, developing various products and messages, and facilitating community dialogues to support positive gender norms.

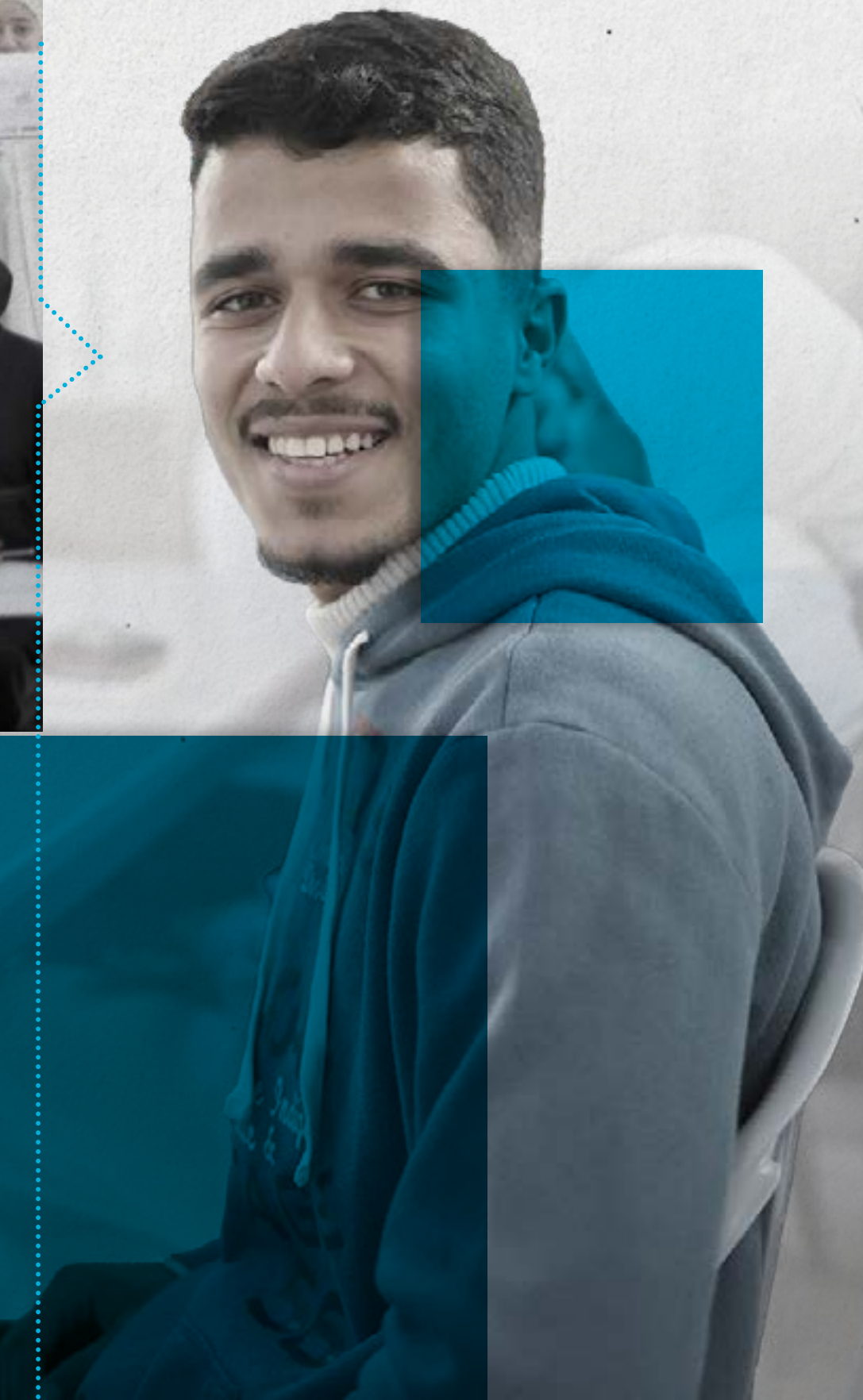
- After the trainings they participated in the last year the adolescents and youth developed media content based on their gender-related research
- They planned and implemented community dialogues with decision-makers and community members about different concepts related to gender.
- The project closing ceremony was implemented, celebrating the work and learning journey of participant youth and adolescents.



"Through my experience in the 'She Leads' project, I learned so much about women's rights and gender issues. I've gained a better understanding of our roles and responsibilities in society."

Abdel-Salam Ayash

Abdel-Salam is a 16-year-old adolescent who has been engaged in Ruwwad's programs since 2022. Abdel-Salam participated in the She Leads project. His involvement in the Adolescents Program and his journey through the project helped shape his character and increase his self-reliance.



Acknowledgment and Appreciation

Work Partners

We extend our thanks to **149** institutions that partnered with us this year, moving together toward a more just society!

Youth Organizing Program



Youth Training Partners



Child Development Program



Projects



Adolescents Development Program



Community Support Program



Programmatic Partners



Acknowledgment and Appreciation

External Volunteers

We celebrate **131** external volunteers who contributed to our work throughout the year across various programs, projects, and units.

Abby Dooks	Bayan Sa'adeh	Ibrahim Abu Rajab	Maen Kawash	Murad Miqdadi	Randa Sharaiha	Suzanne Hood
Abdulla Al Harahsheh	Caitlin Dwyer	Israa Fardous	Maher Alnmri	Nabil Sawalh	Rawan Nakleh	Taghreed Najjar
Abdulrahman Aboluhom	Cece Ukejiana	Issa Nesheiwat	Mais Al Jaghal	Nawal Al Abdullah	Razan Andara	Tamara Abdel-Jaber
Abi Abdul Karim	Dahlia Shoukry	Jake Hussona	Mais Al-Samhouri	Naya Salah	Rhona Danil	Tasnim Al-Hamuz
Ahmed Alyan	Dana Sammour	James Wierzba	Manal Abu Althahab	Nevin Al-Sheikh	Rima Yacoub	Tazrina Afrin
Ahmed Ghoniem	Dania Quteishat	Joyce Kuo	Marah Al Khasawneh	Nidal Khouri	Rula Barghuthi	Thaer Alldawe
Alaa Alnuimat	Daoud Daoud	Juman Al Nimri	Masarra Toukan	Nisreen Haddad	Rula Khalaf	Toufeq Shomar
Alam Al-Abadi	Amjad Afef	Khaled Mahfuth	Michael Green	Noor Althafeer	Saed Karajah	Walaa Hammad
Ali Salibi	Issam Al-Shakhaibi	Khalida Qattash	Michaela Green	Noor Ibrahim	Salameh Al Aqra'a	Waleed Abuhamad
Alia Juma'a	Nael Saudi	Krishna Morari	Moaid Haddad	Nora Shank	Samer Arabiya	Walter Murphy
Amani Jouza	Emma Page	Laith Nabulsi	Mohammad Alsaad	Omar Alkhatib	Samer Odeh	Waseem Alhayajna
Amar Alzoul	Farah Owais	Lama Khalaf	Mohammad Qodah	Omar Azzam	Sanaa Hani	Yahya Ashfak
Amr Alshroof	Firas Shabana	Lamees Omari	Mohammad Zoubi	Omar Bawab	Shadi Hasan	Yasmeen Asfour
Anne Beatty	Fouad Imesh	Lara Hourani	Mohammed Alafrangi	Omar Khalil	Shanti Camper Singh	Yasmine Agel
Anne Theibert	Ghada Dalal	Leen Zuhair	Mohammed Alhoumsi	Osama Abu Zeinaldin	Shatha Khadrawi	Yasmine Eljeilat
Arwa Sabra	Ghani Fahmawi	Linda Al Amad	Mostafa Khraisat	Pauline Hanna	Stefan Schroedl	Yousef Awad
Aseel Kubbaj	Hadeel Meqdadi	Liyan Al Jabi	Muhammad Abu Rumman	Qais Al Hinti	Sufian Al-Khatib	Zhang Weicong
Banan Abu Zainaldin	Hamzeh Abdah	Liyan Almani	Muna Sayyah	Raghad Ahmad	Sujud Balawneh	
Basel Elmasre	Hussein Abu Khalaf	Lutfallah Bachimam	Murad Balsheh	Rahaf Youssef	Suzan Ghawi	

Acknowledgment and Appreciation

Strategic Partners



Key Contributors

- Fadi Ghandour
- Raghda Ghandour Rahim
- Khaled Al Masri
and Zein Khreino Al Masri
- Sa'ed Karajah & Partners
- Rumman - Rula Attallah
- Jawaker

Ruwwad's Board of Directors

- Fadi Ghandour – Chairman of the Board
- Khaled Al Masri – Vice Chairman
- Reem Khouri – Secretary
- Samar Dudin
- Basel Ghandour
- Raed Nawras – Representative of Aramex Company

Financial Report 2024



Financial Brief

Board and Projects Contributions

Revenues: JOD 1,049,801

Contributions of the Board of Directors and major contributors

JOD 681,806

Projects Contribution (Income)

JOD 367,995

65%

Contributions of the Board of Directors and major contributors

35%

Projects Contribution (Income)



Financial Brief

Budget Breakdown

Ruwwad East Amman / Jabal Al - Natheef

Scholarships	JOD 189,773	25%
Youth Organizing Program	JOD 81,493	11%
Child Development Program	JOD 82,886	11%
Community Support Program	JOD 94,837	13%
Adolescents Development Program	JOD 70,264	10%
Total Program Direct Cost	JOD 519,253	70%
Program Administrative Cost	JOD 223,282	30%
Total budget	JOD 742,535	

Ruwwad Tafileh

Scholarships	JOD 49,094	39%
Programs Direct Cost	JOD 66,862	55%
Overhead Cost	JOD 13,744	12%
Total budget	JOD 129,700	

Ruwwad Beidha

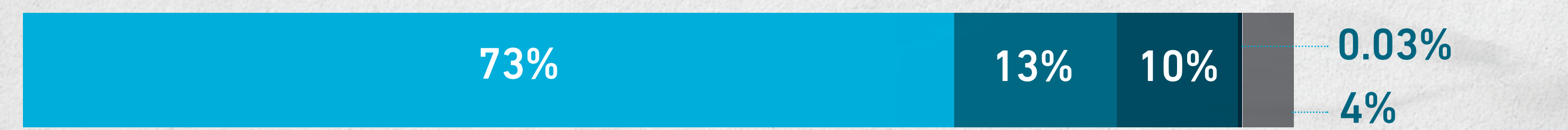
Scholarships	JOD 0	0%
Programs Direct Cost	JOD 2,900	76%
Overhead Cost	JOD 900	24%
Total budget	JOD 3,800	

Financial Brief

Budget Details

Ruwwad Jordan

Ruwwad East Amman/ Jabal Al-Natheef	JOD 742,535
Ruwwad Tafileh	JOD 129,700
Ruwwad Beidha	JOD 3,800
Projects Activities	JOD 108,501
Regional Support Unit (Admin Expenditure)	JOD 35,813
Ruwwad Jordan Budget	JOD 1,020,349



- Ruwwad East Amman/ Jabal Al-Natheef
- Ruwwad Tafileh
- Ruwwad Beidha
- Projects Activities
- (Regional Support Unit (Admin Expenditure

Financial Brief

Expenditure

Expenditure: JOD 1,040,349

Programs	Scholarships	Projects	Operations
JOD 305,458	JOD 221,239	JOD 207,511	JOD 306,141



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