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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. Key philanthropists supporting Ruwwad include businessman Khaled Al-Masri, who has been a supporter since its founding, and Raghida Ghandour Rahim, who joined in 2014. Cairo Amman Bank has been a dedicated partner and supporter since 2008. Through their continued commitment, Ruwwad receives annual grants that sustain its core programs and enable it to expand its social impact across communities.

Ruwwad's main financial backers are entrepreneurs, whose commitment, experience, and reach are put to use advancing its goals, foremost among them: generating opportunities and leveling the playing field for the youth; nurturing 360°

Our Values

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



2025 IN NUMBERS

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

YOUTH ORGANIZING Program

203 youth scholars benefited from Ruwwad's educational scholarship.

19,240 hours of community service, equivalent to 2,405 working

880+ learning sessions and activities.

CHILD DEVELOPMENT Program

3530 child beneficiaries

1240+ learning sessions and activities.

ADOLESCENTS DEVELOPMENT Program

1930 adolescent beneficiaries

950+ learning sessions and activities.

COMMUNITY SUPPORT Program

1390 community beneficiaries

632

community members benefited from rights-based services, including emergency assistance, in-kind contributions, medical campaigns, referrals to vocational education or employment, or psychosocial support, legal aid, income through income-generating projects, and access to Bayt Silsal for youth with disabilities.



OUR PROGRAMS

YOUTH ORGANIZING PROGRAM

MAIN PROGRAM IMPACT

Since the establishment of Ruwwad Al Tanmeya in Jordan in 2005, up until the end of 2025, **1,554 youth scholars** have benefited from the “Mousab Khorma 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, **1,033 youth scholars graduated** after participating for at least two years in the youth cultural, business and leadership enrichment program, as well as the weekly community service across the child, adolescent, community and youth programs.

ABOUT THE 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.

In our partnership with the youth, we focus on education, participation and choice. We work together to even the odds by helping them access quality education and by creating opportunities for personal growth, skill development, and cultural development. The weekly community service and volunteerism for the youth is at the heart of the program.



EDUCATIONAL SCHOLARSHIPS COMPONENT

The scholarship fund is the core pillar of the Youth Program. It provides educational funds to youth scholars pursuing a bachelor's degree or diploma through the Mousab Khorma Fund in Amman and the Tafileh Scholarship Fund. In return, each scholar is required to dedicate four hours per week to community service within Ruwwad's programs.

In **2025**, **203** youth benefitted from Ruwwad's educational scholarships in East Amman and Tafileh, of which **32** youth have graduated.

Scholarship Applicants

East Amman
Mousab Khorma
Youth Scholarship
Fund

795 youth scholars
(F:576, M:219)

Tafileh
Tafileh Scholarship
Fund

68 youth scholars
(F:43, M:25)

Total

863 youth scholars
(F:619, M:244)

Accepted Scholars

East Amman

35 youth scholars
(F:23, M:12)

Tafileh

20 youth scholars
(F:13, M:7)

Total

55 youth scholars
(F:36, M:19)

Graduates

East Amman

21 graduate
(F:14, M:7)

Tafileh

11 graduate
(F:10, M:1)

Total

32 graduates
(F:24, M:8)



MOUSABKHORMA EDUCATIONAL SCHOLARSHIP FUND EAST AMMAN & TAFILEH FUND

The Youth Organizing Program managed the scholarship component for **203 youth** during 2025 and implemented **880+** learning sessions and activities, that contribute to the planned impact. In this section, we share key milestones and activities from the year.

COMMUNITY SERVICE AND VOLUNTEERISM

The "Service Above Self" Day takes place annually to prepare the scholars for community service in their new programs.

During 2025, the youth scholars conducted **19,240 hours of community service and volunteerism** across Ruwwad's 4 programs - Youth, Child, Adolescents and Community - and projects, in Amman and Tafileh. These hours are equivalent to **2,405 working days**.



ORIENTATION FOR NEWLY ACCEPTED YOUTH SCHOLARS

9/2025 UNTIL 11/2025

A comprehensive orientation program for newly accepted youth scholars in East Amman/Jabal Al-Natheef and Tafileh takes place annually, designed to introduce the youth to Ruwwad's founding story, culture, programs and methodologies through a range of interactive sessions, and to prepare them for their journey and engagement in community service and the enrichment activities that take place throughout the year.



YOUTH GRADUATION FROM RUWWAD

1/11/2025

In 2025, we celebrated **32** youth scholars who successfully completed their university academic requirements, along with the community service and enrichment components of their scholarship journey with Ruwwad.



ENRICHMENT COMPONENT

In addition to the community service conducted by the youth benefiting from Ruwwad's educational scholarship and through the cultural 'dardashat' weekly sessions, youth develop skills in listening, dialogue, discussion and debate in an environment that respects diversity. To further improve the students' business skills, they receive entrepreneurial coaching and are provided with courses in the English language, IT, financial literacy, and business ethics as well as internship opportunities both in-house and through a strong network of support from private sector corporations. Equally, the Ruwwad "Know Yourself" fellowship enhances empathetic listening skills, open-mindedness and critical thinking, while youth-led initiatives promote youth activism and leadership. The community service and enrichment components together are the core of the youth scholars' work and learning journey at Ruwwad.



Cultural

- Cultural Dardashat **80** sessions
- Critical Thinking & Philosophical Practices **9** sessions
- Film Club **9** sessions

Leadership

- "Know Yourself and Leave Your Impact" Fellowship **26** sessions
- Youth-Led Initiatives **6** initiatives
- 114** sessions

Business

- English Language **263** sessions
- Digital Literacy **19** sessions
- Business Skills **24** sessions
- Educational & Career Guidance **344** sessions
- Internships **20** internship opportunities

HIGHLIGHTS of the YOUTH ORGANIZING PROGRAM 2025

East Amman- Jabal Al-Natheef

Enrichment Component

WEEKLY DARDASHAT SESSIONS



In 2025, a total of **80** Dardashat sessions were implemented across East Amman and Tafileh, engaging youth in a holistic learning journey that integrated self-development with relational awareness. In East Amman, the program was delivered as an exploration of the self in relation to others, recognizing that personal growth and social understanding are deeply intertwined.

This integrated approach guided participants through reflections on identity, values, boundaries, habits and self-expression while simultaneously examining perceptions of difference, stereotypes, diversity and dialogue. By positioning the self and the other as part of a unified learning process, the sessions fostered meaningful growth in participants' self-awareness, clarity of personal values and ability to establish and maintain healthy boundaries. At the same time, participants demonstrated strengthened capacities for respectful dialogue, more critical engagement with stereotypes and more thoughtful, empathetic interactions with difference—reflecting deeper awareness of both self and others as mutually shaping dimensions of their experiences.

In addition to this core integrated learning journey, a range of responsive sessions were delivered based on youth interests and requests. These sessions explored topics such as diversity and pluralism, safe spaces at Ruwwad, self-directed and lifelong learning, mental health, work-life balance, relationships, civilizations across the Arab region and the history of religions.

In Tafileh, Dardashat sessions addressed topics including inquiry-based learning, self-directed and lifelong learning, self-management and development, public speaking, community leadership, digital skills and entrepreneurship, artificial intelligence and debate.

BUSINESS SKILLS



27 youth scholars completed a comprehensive pathway that included capacity-building training, coaching, mentoring, and internship placements, contributing to enhanced employability readiness, 60% of participants (18 out of 27) secured fixed-term or permanent job offers during or after the internship cycle. Youth showed improvements in English language, business-relevant and digital literacy skills. This year, the Bridges of Dignity project, in collaboration with Drosos, supported these activities.

HIGHLIGHTS of the YOUTH ORGANIZING PROGRAM 2025

East Amman- Jabal Al-Natheef



ENGLISH LANGUAGE AND DIALOGUE

This year, the English Language and Dialogue Track was re-designed to strengthen the English language skills of youth who benefit from the Mousab Khorma Youth Education and Empowerment Scholarship Fund. Throughout the year, three dialogue-based session courses were conducted, during which external volunteers and youth scholars were trained to plan and facilitate sessions that expanded the youth's language skills and opened space for conversations about various aspects of their lives. In addition, other groups of youth enrolled in English language courses at a specialized English language training center, with evaluation showcasing an average language acquisition of 83%.

"My journey during my final year at Ruwwad became a gateway to building self-confidence, personal growth, and real engagement with work."

Malek AL-Houbani

Malek studied Computer Information Systems at the Hashemite University and graduated in 2025. He joined the Mousab Khourma Youth Education and Empowerment Fund and contributed to community service over four years through the Child, Adolescents, and Community programs, which helped him develop both personal and professional skills. During this journey, he attended two English language courses at the Amideast Center, which improved his language proficiency and boosted his self-confidence. He also had two practical training opportunities: the first with Healthy Choice, a company founded by a Ruwwad alumnus, where he gained valuable work and management skills; and the second with Mateilda, which provided him with a unique professional experience.



ASK THE EXPERT MENTORING DAY AND EDUCATIONAL AND CAREER MENTORING AND COACHING

Educational and career mentoring and coaching are key components within the business skills development activities. On the 12th of July, "Ask the Expert" Mentoring Day -a yearly event at Ruwwad -brought youth scholars together with mentors from their respective fields to explore the job market, focusing on required skills, current challenges and practical approaches to navigating and overcoming them. Additionally, throughout the year, **344** educational and career-expert mentoring and coaching sessions took place, mostly 1-1 but some in group settings.



HIGHLIGHTS of the YOUTH ORGANIZING PROGRAM 2025

East Amman- Jabal Al-Natheef

Leadership

GRADUATION OF
"KNOW YOURSELF AND
LEAVE YOUR IMPACT"
FELLOWSHIP
22/2/2025

In February, we celebrated the youth scholars' learning journey during the fellowship. Key learning areas were the exploration mindset and embracing vulnerability. Youth engaged in experiential learning activities that enhance neuroplasticity, empathetic listening, critical skills, awareness and presence.



RUWWAD'S ALUMNI CLUB AND KICK-STARTING ALUMNI DARDASHAT



This year, the first meeting with the alumni was held for youth scholars who graduated through the education funds in Amman, Tafileh, and Beidha. The event brought together graduates from different cohorts, creating space for connection and shared reflection. During this gathering, alumni expressed the need to revive the "Dardashat" cultural sessions. In response, three alumni Dardashat sessions were organized over the year, offering a safe and supportive environment for open dialogue and self-reflection.

HIGHLIGHTS of the YOUTH ORGANIZING PROGRAM 2025

Tafileh

YOUTH-LED INITIATIVES

3/2025 UNTIL 6/2025

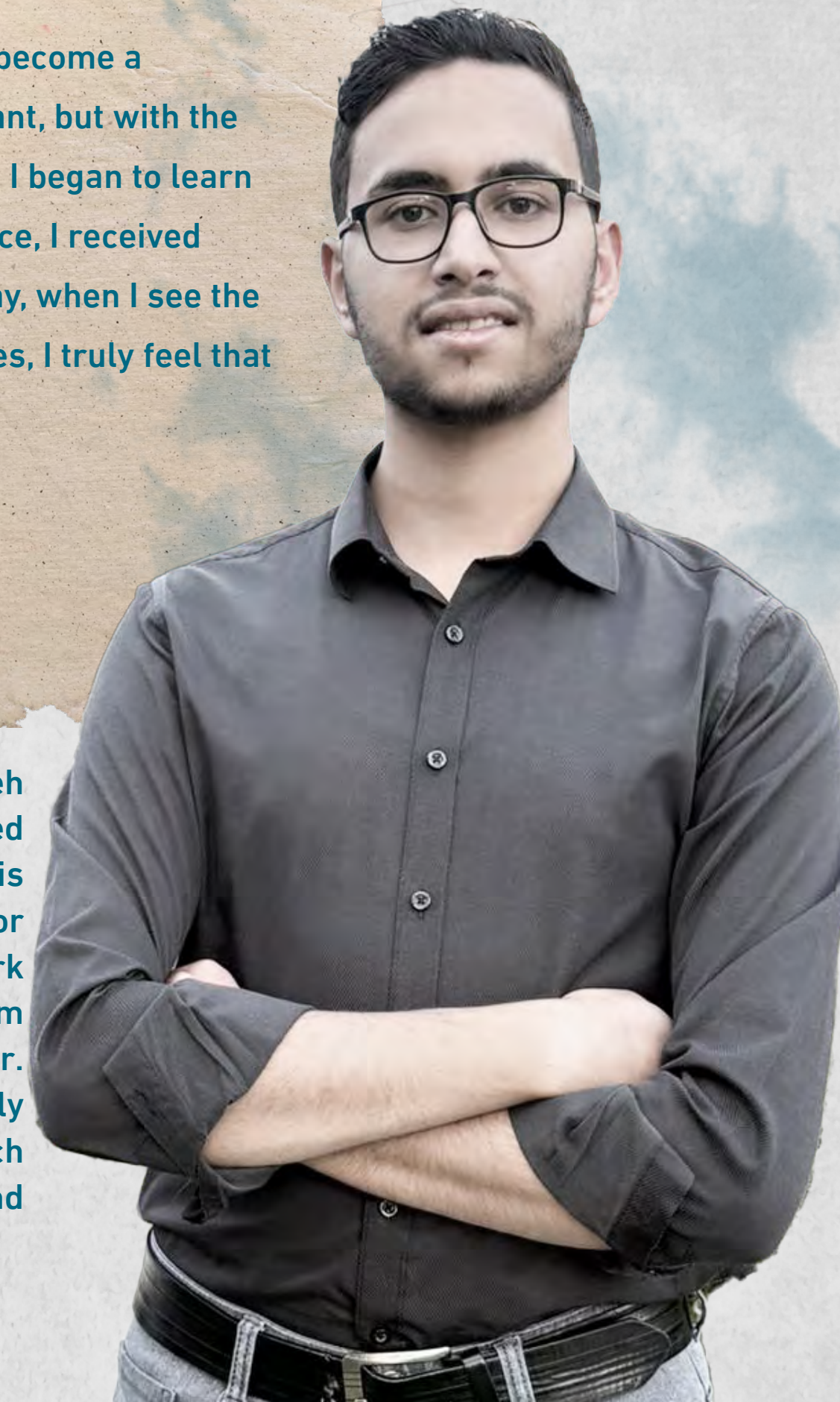
This year, the youth scholars planned and implemented six youth-led initiatives with 1,134 community members. The initiatives addressed diverse areas, including legal awareness for adolescents, child rights and child labor, rights of persons with disabilities, and health rights awareness. The initiatives addressed social issues in Tafileh with appropriate and pragmatic solutions. The young people showed that they could lead, understand the situation and work well with others.



"Honestly, I never imagined I would become a storyteller. At first, I was very hesitant, but with the team's encouragement and support, I began to learn and experiment. With each experience, I received feedback that helped me grow. Today, when I see the joy on children's faces as I tell stories, I truly feel that I have found my place."

Omar Al-Qatamin

Omar, who joined the Ruwwad Tafileh Education Fund in 2024 and earned a scholarship in applied physics, is known for his ambition and passion for learning. Through his volunteer work with children, the team introduced him to the idea of becoming a storyteller. His skills developed significantly following a theatrical training, which strengthened his confidence and ability to communicate creatively.



OUR PROGRAMS

2. CHILD DEVELOPMENT PROGRAM

ABOUT THE PROGRAM

The Child Development Program – which takes place at Shams Libraries- aims to enhance the knowledge, skills, and attitudes of children aged 6 to 13 with a focus 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 consists of three integrated components that foster children's creativity and overall well-being: the Learning Incubator, which uses an inquiry-based learning approach; Parental and Community Support; and School Outreach.

MAIN PROGRAM IMPACT

Through the Child Development Program components in East Amman/ Jabal Al-Natheef and Tafileh, **462 repeat children** participated in our activities in 2025. They engaged in library activities - including borrowing books and reading and children's literature activities-, creative arts activities, interactive space activities including sports, science, and music, reading and writing support, and participated in inquiry-based learning units and summer and winter clubs. **25 children** in Jabal Al-Natheef completed their one-year leadership journey in the program. Moreover, **2446 students from 47 neighboring schools** took part in enrichment extracurricular activities organized by the program.



LEARNING INCUBATOR COMPONENT

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



Library & Child Literature

East Amman	30 sessions
Tafileh	173 sessions
Total	203 sessions

Creative Arts Unit & Interactive Space

East Amman	107 sessions
Tafileh	117 sessions
Total	223 sessions

Summer & Winter Clubs

East Amman	64 sessions
Tafileh	16 sessions
Total	80 sessions

Pluralism & Diversity Unit

East Amman	12 sessions
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PARENTAL AND COMMUNITY SUPPORT COMPONENT AND SCHOOL OUTREACH COMPONENT

This component aims to support the child's community by providing reading and writing support lessons and a safe space for children to engage in open activities. It also engages with mothers through better parenting sessions. Additionally, our work with schools aims to enhance learning through children's literature and arts sessions.

Open Space

East Amman	100 sessions
Tafileh	201 sessions
Total	301 sessions

Reading & Writing Support

East Amman	43 sessions
Tafileh	142 sessions
Total	185 sessions

Parental Support

East Amman	10 sessions
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School Outreach

East Amman	48 sessions
Tafileh	180 sessions
Total	228 sessions



HIGHLIGHTS of the CHILD PROGRAM PROGRAM 2025

East Amman- Jabal Al-Natheef

THE WINTER CLUB "PING PONG"

12/1/2025 UNTIL 15/1/2025



The Winter Club offered a range of activities focused on problem-solving in communication contexts. Children expressed their learning by creatively designing posters that reflected key concepts, including the importance of communication in general and in teamwork, the role of kindness and emotional expression. Their understanding of these concepts deepened their emotional regulation and the ability to apply problem-solving, cooperation, and teamwork in their life.



CREATIVE ARTS UNIT AND CLOSING EXHIBITION "FOR THE SAKE OF ART"



The Creative Arts Unit provided children with a comprehensive learning journey that combined theoretical knowledge, practical artistic application and visual exploration. Through exposure to art schools—Surrealism, Cubism, Fauvism and Symbolism—alongside workshops, gallery visits and creative production, children expanded their understanding of art as a means of self-expression, communication and emotional release. Their knowledge of core art concepts and elements deepened, alongside a shift from seeing art as limited to drawing and colors to a broader perception of creativity in daily life. The experience also supported the development of skills in visual analysis, artistic expression and artistic production. Marking the conclusion of the unit, the closing exhibition "For the Sake of Art" was held in its 6th version on 6/9/2025, showcasing the 147 artworks produced through the unit. More than 100 visitors attended the exhibition, including children, parents, and youth.

HIGHLIGHTS of the CHILD PROGRAM PROGRAM 2025

East Amman- Jabal Al-Natheef

"TRIO" SUMMER CLUB
3/8/2025 UNTIL 13/8/2025

This year, the Summer Club activities focused on the three core dimensions of the human experience: body, mind and emotions. Sessions were designed to strengthen children's understanding of health, confidence, resilience and happiness. At the conclusion of the club, children presented an interactive booklet that reflected what they had learned during the sessions. In terms of skills, children developed concrete abilities related to self-care through physical movement, yoga and breathing exercises; as well as the ability to reflect through art, writing, dialogue and creative expression.



"I feel very happy when I come to Ruwwad because there are always interactive activities and not many restrictions. I love reading stories, especially those about love. Some of my favorite stories are 'Hantoush' and 'This Is My Father'." *Maria Jareq*

Maria, a 12-year-old, has been actively engaged in the Child Program for three years, regularly participating in the Shams Al-Jabal Library, creative arts activities, and the Summer and Winter Clubs. During the Reading Month "Magic Carpet", she took the initiative to read a story to younger children, applying facilitation skills she had observed from program team members.



HIGHLIGHTS of the CHILD PROGRAM PROGRAM 2025

East Amman- Jabal Al-Natheef

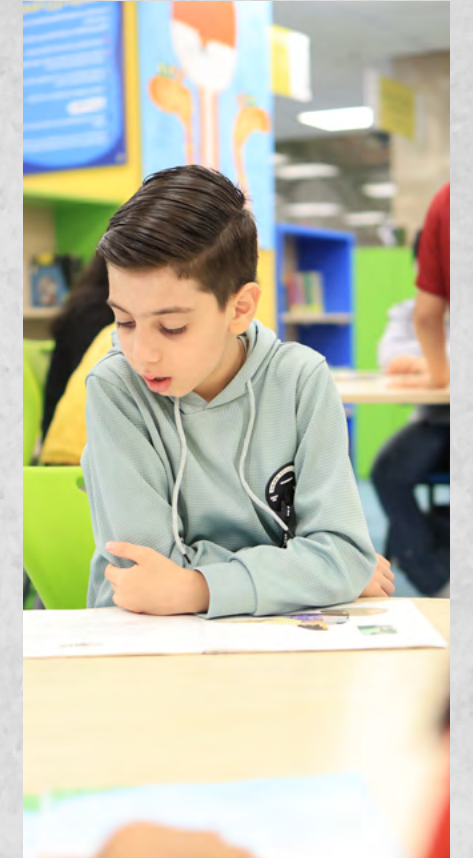
PLURALISM AND DIVERSITY UNIT



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. At the conclusion of the unit, children developed four creative products in the form of booklets and posters to represent their learning. Children moved from basic, stereotypical views of identity to a deeper understanding that identity is shaped by personal, social and cultural factors. They also showed greater awareness of human rights, discrimination and the difference between equality and justice.

READING MONTH "MAGIC CARPET"

This year, the reading month initiative was launched under the theme "Magic Carpet", with the aim of fostering a love of reading among children and increasing library book borrowing rates. The initiative included a variety of activities including visits to book fairs and libraries, storytelling sessions, including some with children's book authors. The children read a total of **1497** books throughout the month.



HIGHLIGHTS of the CHILD PROGRAM PROGRAM 2025

Tafileh

"TO GRANDPA'S HOUSE" MAIN & SUB SUMMER CLUB 3/8/2025 UNTIL 13/8/2025

The Summer Club "To Grandpa's House" focused on introducing children to local heritage in Tafileh, including customs, traditions, food, clothing and historical sites. Creative activities were used to strengthen cultural awareness and connection to the local community. Sub-Summer Clubs were also held over two days in the villages of Arweem, Busaira and Ein Al-Beidha. Children were able to grasp the main concepts of heritage, various forms of traditions and customs, and the importance of both preserving and questioning heritage, as well as children's responsibility toward maintaining and passing on these traditions and cultural practices.



The "Our Hands Speak Art" learning unit was conducted to introduce children to creative arts, their forms and their importance. The unit supported children in expressing themselves and their emotions through safe and diverse artistic methods, while strengthening creativity, self-confidence, teamwork, well-being and appreciation of the culture and diversity of art form including graffiti, visual arts and Islamic Arts. Children showcased a deeper understanding of the following concepts: art, types of art, the importance of art in daily life, the origins and development of art across ancient civilizations and responsibility toward practicing and promoting art.

LEARNING UNIT: "OUR HANDS SPEAK ART" 27/9/2025 UNTIL 12/11/2025



LEARNING UNIT: "THE LITTLE EXPLORER" 4/5/2025 UNTIL 12/5/2025

The "Little Explorer" learning unit introduced children to the difference between a growth and a fixed mindset. Through activities and adapted tools, children practiced critical thinking, problem-solving and embracing diversity in daily life. Children deepened their understanding of knowledge acquisition by exploring growth and fixed mindsets, their differences and the importance of adopting a growth mindset.



"I am not weaker because of my illness; I am stronger because I learned how to take care of myself, and I can live, play, and pursue my dreams like any other child"

Suwar Al- Jaraba'a

Despite living with diabetes, Suwar, who joined Ruwwad in 2025, turned her experience into a source of strength by raising awareness among her peers about diabetes through creative art activities



OUR PROGRAMS

ADOLESCENTS DEVELOPMENT PROGRAM

ABOUT THE PROGRAM

The program, which takes place at Ruwwad's Innovation Space, aims to work with adolescents aged 14 to 17 to become active citizens capable of driving positive change in their lives and communities. The program focuses on equipping adolescents with design thinking tools, critical thinking, and problem-solving skills using digital and maker space tools through three key components: Ruwwad Innovation Incubator, Parental and Community Support, and School Outreach activities.

MAIN PROGRAM IMPACT

Through the Adolescents Program components in East Amman/Jabal Al-Natheef and Tafileh, **139** repeat adolescents participated in our activities in 2025, developing critical thinking, problem-solving, digital literacy, design thinking and digital fabrication skills to create innovative solutions to 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, the coding club and diverse interactive space activities.

Additionally, **1,614** students from **27** neighboring schools participated in enrichment and extracurricular activities focused on neuroplasticity, 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, using design thinking as its key methodology.

"Connect to Your Power & Be Part of the Change" Fellowship

East Amman **27** sessions
Tafileh **7** sessions
Total **34** sessions

Digital Literacy

East Amman **26** sessions
Tafileh **65** sessions
Total **91** sessions

Innovation Space

East Amman **70** sessions
Tafileh **49** sessions
Total **128** sessions

Coding Club

East Amman **31** sessions



ADOLESCENT COMMUNITY SUPPORT COMPONENT AND SCHOOL OUTREACH

This component aims to support the adolescents' community by providing academic support sessions and creating a safe space for adolescents to engage in free activities. Additionally, our work with schools aims to enhance learning through innovation and neuroplasticity among adolescents in schools.

Academic Support

East Amman	168 sessions
Tafileh	86 sessions
Total	254 sessions

Winter Club

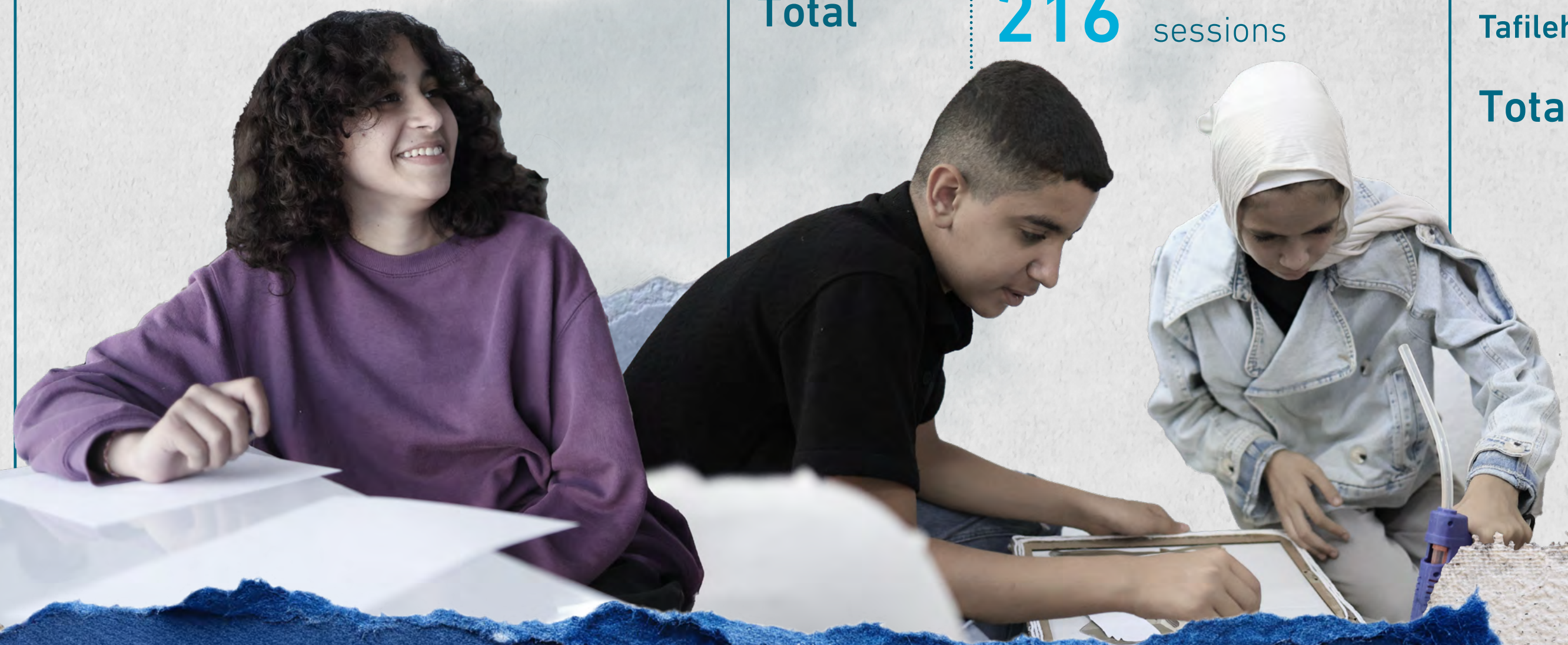
Tafileh	5 sessions
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Interactive Space

East Amman	88 sessions
Tafileh	128 sessions
Total	216 sessions

School Outreach

East Amman	41 sessions
Tafileh	103 sessions
Total	144 sessions



HIGHLIGHTS of the ADOLESCENTS DEVELOPMENT PROGRAM 2025

East Amman- Jabal Al-Natheef

The Adolescent Development Program implemented **950+** learning sessions and activities in 2025. In this section, we share key milestones and activities from the year.

CELEBRATION OF "CONNECT TO YOUR POWER & BE PART OF THE CHANGE" FELLOWSHIP AND DIGITAL LITERACY TRAINING 17/5/2025

On this day, we celebrated the first milestone of the adolescents' learning journey through the Fellowship and Digital Literacy components. The event showcased projects across various stations, including work on empathetic listening and the personal compass, a theatrical sketch on dominance and control, and a rap song and video highlighting the value of human dignity. Additional stations featured projects related to computer basics, cybersecurity, Google Workspace and Google Sites. The experience reflected clear progress in practicing a growth mindset, empathetic listening, choice and decision-making and managing difficult emotions, alongside the development of key digital and cognitive skills such as problem-solving, logical reasoning, communication, adaptability and teamwork. Participants also strengthened their technical skills, including computer operating systems fundamentals, foundational programming concepts and cybersecurity practices.



INNOVATION SPACE STUDIOS



Throughout the year, the first cohort of adolescents participated in two studio-based experiences, Echoes of Atlantis and Tech for Good, in which they applied design thinking approach to real-world challenges. Following the studios, adolescents began developing their graduation projects. In parallel, the second cohort commenced the Foundation Course and PlayScape Studio, which introduced core design thinking principles and essential technical skills, laying the groundwork for future studio-based learning throughout the two-year adolescent program.

During the **Echoes of Atlantis Studio**, the adolescents applied the design thinking methodology to create wearable costumes, integrating acquired knowledge from history, science, and culture with sustainable material innovation as a form of creative expression. The **Tech for Good Studio** emphasized Arduino-based innovations that addressed community needs and promoted fairness regardless of financial and social differences among community members.

During the Foundation Course, adolescents applied design thinking principles and foundational technical skills—including engineering drawing, material exploration, and manual prototyping—to initiate their journey in Ruwwad's Innovation Space, building their knowledge of engineering principles and strengthening their manual prototyping skills. During the PlayScape Studio, adolescents applied the design thinking methodology to design playful, modular furniture that fosters interaction between children and caregivers, integrating concepts from play theory, spatial constraints and digital fabrication.

HIGHLIGHTS of the ADOLESCENTS DEVELOPMENT PROGRAM 2025

East Amman- Jabal Al-Natheef

CODING CLUB

14/6/2025 UNTIL 29/11/2025

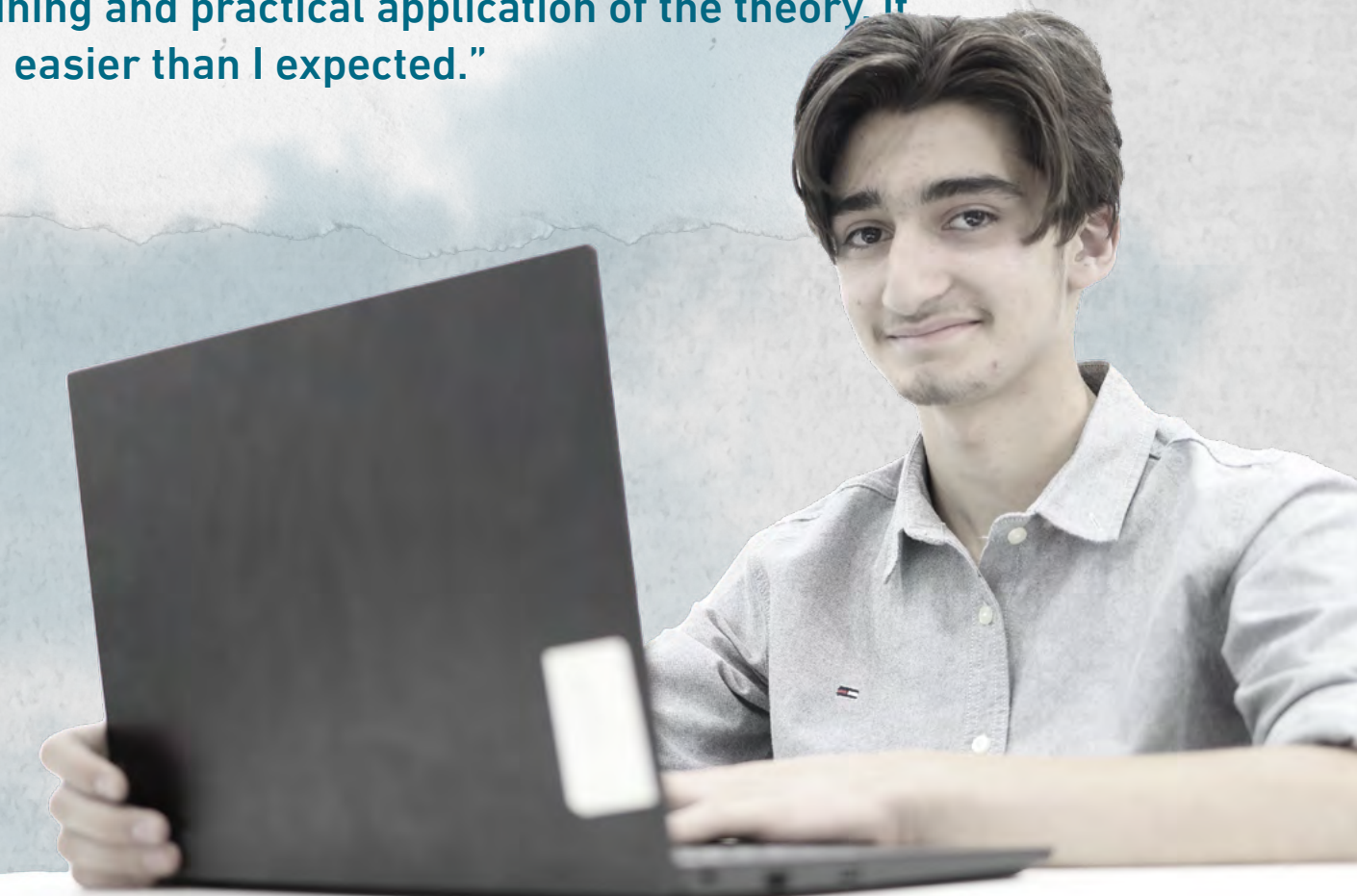
The Ruwwad Coding Club engaged adolescents through a curriculum focused on core programming concepts, problem-solving, and applied coding skills, progressing from foundational syntax to object-oriented programming and data structures, covering basic, intermediate, and advanced Python. The year concluded with a graduation celebration, where the adolescents presented five collaborative coding projects: an English Learning Platform, an Algebra Solver Software, a Smart Health Assistant, a Gamified Python Tutor, and an Anti-Brain Rot Daily Assistant.



Omar, who joined Ruwwad in 2024, began his journey in the coding club with a strong curiosity about programming. Through self-directed learning and hands-on experimentation, he explored advanced concepts during the foundational phase and developed an innovative task management project, applying skills beyond the club's scope and demonstrating strong motivation and creativity.

"I never imagined that I would be able to learn and apply programming this quickly. I initially thought it was very complex, but with hands-on training and practical application of the theory, it turned out to be much easier than I expected."

Omar Farouk



HIGHLIGHTS of the ADOLESCENTS DEVELOPMENT PROGRAM 2025

Tafileh

WINTER CLUB "EXPLORER'S COMPASS" 12/1/2025 UNTIL 16/1/2025

During the Winter Adolescents Club, adolescents engaged in reflective learning and group-based activities centered on adopting a growth mindset, critically examining personal and social challenges, and developing dialogue, research and collaboration skills, contributing to the development of key social skills, including exploration, communication and decision-making.



ADOLESCENT-LED INITIATIVES 23/8/2025 UNTIL 27/9/2025

The adolescents learned about community initiatives and their impact, and designed and implemented **6** initiatives addressing key local issues. The initiatives focused on enhancing digital and design thinking skills for children and adolescents, as well as storytelling, writing and road safety skills for children



HIGHLIGHTS of the ADOLESCENTS DEVELOPMENT PROGRAM 2025

Tafleh

ADOLESCENTS JOURNEY: GRADUATION OF THE FIRST COHORT AND SECOND COHORT KICK-OFF

The first cohort of adolescents completed their learning journey and celebrated their graduation after finalizing the innovation space studios: Foundation Course, Studio 1 and Studio 2, which combined conceptual learning with hands-on application, covering design thinking methodology, digital fabrication, 3D printing and material and technical innovation. This journey contributed to the development of core design thinking concepts and processes, along with the acquisition of key competencies such as empathy, ideation, visual communication, prototyping and testing.

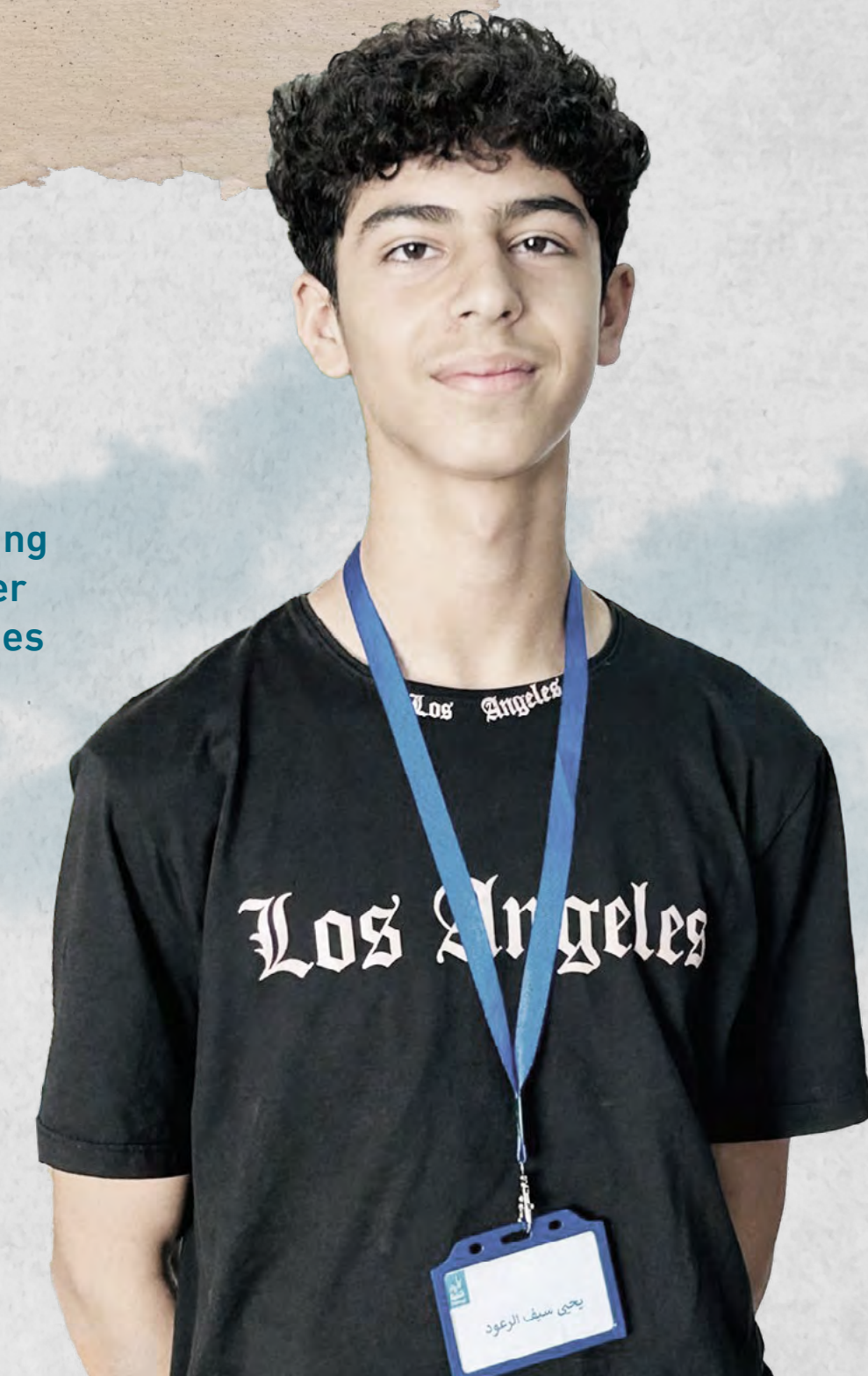
In parallel, a new cohort was launched, kicking off with "Connect with you Power" Fellowship, while their journey with Digital Literacy and the Design Thinking phases will be presumed in 2026.



"»I never expected to be able to lead an initiative or take responsibility, but every opportunity revealed a new part of who I am. I learned that a small idea can change everything, and that confidence grows when we try without fear.» "

Yahya Al-Ru'od

Since joining Ruwwad in 2017, Yahya has grown from a shy child into a confident adolescent actively engaged in training, volunteering, and initiatives. A key milestone was leading a digital design initiative using Tinkercad, transitioning from learner to facilitator. Today, Yahya exemplifies youth leadership and creativity in design and technology.



OUR PROGRAMS

COMMUNITY SUPPORT PROGRAM

MAIN PROGRAM IMPACT

In 2025, a total of **1390 families** benefited from our Community Support Program. From which **598 families** received essential services through our “Byoot Ahaleena” campaigns in East Amman, including food and clothing vouchers, winter heating assistance, and medical aid campaigns. **124 families** benefited from successful referrals to job opportunities, vocational training, medical treatment, psychosocial support, educational support, or legal assistance, in partnership with the Justice Center for Legal Aid. **29 citizens** with disabilities produced 4450 clay pieces and artworks through the “Bayt Silsal” workshops. Moreover, **43 citizens** participated in our economic empowerment activities, generating a total income of 18,669 JOD through our partner initiatives. Additionally, **12 schools** near our Jabal Al-Natheef center received infrastructure maintenance support, indirectly benefiting 4,800 students of all ages.

ABOUT THE PROGRAM

Ruwwad’s Community Support Program is designed to strengthen communities by placing people at the center of problem-solving. The program works through collaboration with local partners by expanding access to rights-based services related to health, employment, learning and income generation to increase equal opportunities for a dignified life.

The Community Support Program is structured around three key components: Community Help Desk, Women’s Support, and Local Community Affairs.



COMMUNITY HELP DESK COMPONENT

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



"Byoot Ahaleena" Donation Campaigns

East Amman **215** beneficiary families
6,740 JOD fundraised in kind

"Byoot Ahaleena" Medical Campaigns

East Amman **383** beneficiary families
18,603 JOD fundraised in kind

Emergency Support

East Amman **15** beneficiary families

Referrals East Amman

142 beneficiary families



WOMEN SUPPORT COMPONENT

This component aims to raise public awareness in legal, health, educational, and psychosocial areas, as well as income generation initiatives

Awareness Raising & Capacity Building

East Amman	39	sessions
Tafileh	20	sessions
Total	59	sessions

Economic Advancement Partnerships

East Amman **59** sessions



LOCAL COMMUNITY AFFAIRS COMPONENT

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

Local Community Affairs

East Amman

12

sessions and meetings
with local partners and
community members



HIGHLIGHTS of the COMMUNITY SUPPORT PROGRAM 2025

East Amman- Jabal Al-Natheef

COMMUNITY PARTNERS MEETING

27/8/2025



The Community Partnership Meeting took place under the theme “Together We Shape the Paths”. The event brought together 62 representatives from public institutions, civil society organizations, community-based initiatives and the private sector working in Jabal Al-Natheef, Al-Mareekh, and East Amman. The agenda included rounds of structured presentations delivered by nine community actors covering legal support, social protection, health services, mental health, disability inclusion, municipal services, economic empowerment and community rehabilitation. The meeting aimed to strengthen awareness of available services in Amman and to expand access to rights-based services through inter-institutional coordination.

LOCAL COMMUNITY MEETING

11/2/2025

The Local Community Meeting was organized as a participatory platform to present Ruwwad’s key achievements and engage community members and partners in open dialogue. The event brought together program participants, families, volunteers, partners and local community members to strengthen mutual learning. The meeting concluded with an informal networking session, providing space for continued dialogue and relationship-building among attendees.



HIGHLIGHTS of the COMMUNITY SUPPORT PROGRAM 2025

East Amman- Jabal Al-Natheef

"My story is not just about learning a skill; it is the story of a woman who believed in herself, transformed her family's reality, and opened doors to a better future for her children." *Duaa Shehadah*

Duaa joined the Community Program in 2014, seeking to improve her family's economic situation. Through learning embroidery and traditional handicrafts and working with our partner Petra Orfali, she built skills and confidence that enabled her to improve her family's stability and support other women. Today, her journey is reflected in better living conditions and her daughters' enrollment in university, affirming the lasting impact of her efforts.

"BYOOT AHALEENA" CAMPAIGNS

During the year, the program carried out non-medical campaigns supporting **215** vulnerable families through winter assistance, food parcels, and clothing vouchers. Additionally, the program implemented four medical campaigns focused on eye care, hearing screening and breast cancer early detection in partnership with Ishraq Eye Center, Eye Specialty Hospital, King Hussein Cancer Center, Atfaluna Association, and the Baptist School. **383** children and community members benefited from the medical examinations and **180** of them received further medical treatment. **25,343** JOD were raised in-kind across all campaigns.



OUR PROJECTS

In addition to our core programs, we collaborated with various partners to implement three key projects in 2025, focusing on adolescent and youth education—many of which are embedded in our Adolescent Development and Youth Organizing Programs, as well as Economic Justice through entrepreneurship and employment.



BRIDGES OF DIGNITY EMBEDDED WITHIN THE YOUTH AND ADOLESCENTS PROGRAMS

2024 - 2026

OBJECTIVE

The Bridges of Dignity Project aims 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.

FUNDED BY

drosos (...)

DROSOS Foundation



MAIN ACTIVITIES IN 2025

Adolescents Track

In East Amman, the first cohort continued its two-year comprehensive journey to empower adolescents, which is scheduled to conclude in early 2026. At the same time, a new cohort began the first year of the journey.

In Tafileh, the first cohort successfully completed its one-year adolescent empowerment journey, while a new cohort launched its journey.

The Two-Year Journey consists of the following components and takes part through the

Adolescent Program:

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

Youth Track / East Amman

The first cohort completed its one-year comprehensive journey, while a new cohort began a new cycle.

The One-Year Journey consists of the following components and takes part through the

Youth Program:

- Business, English Language, Digital Literacy, and employment skills training
- Regular mentorship and coaching sessions with specialists
- 3 month internships with partner companies
- Launch of Ruwwad Alumni Club

FROM INNOVATION TO CREATION THE ECONOMIC JUSTICE UNIT

2023 - 2026

من الابتكار
إلى التكوين
FROM INNOVATION
TO CREATION

OBJECTIVE

Supporting 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 Tafileh through capacity-building, access to resources and networks, and financial support

MAIN ACTIVITIES IN 2025

In early 2025, the Amman cycle was concluded.

Moreover, a second cycle was initiated with **11** grassroots startups in Ajloun and Tafileh. Similar to the first cycle, the second cycle included capacity-building activities aimed at strengthening entrepreneurs' skills through **9** business development workshops in each governorate, **15** mentoring sessions and 8 coaching sessions per startup, and **11** peer exchange workshops. Additionally, **10** Business Dardashat sessions were implemented this year. Financial support was provided to help entrepreneurs grow their businesses.

The project is planned to close in early 2026.

"Dreams matter, but what matters most is turning them into goals. I write the goal in ink and the path toward it in pencil because the way to reach your dream may change, but in the end, you will get there "

Yahya Al-Ru'od



Hanadi, a participant in the Innovation to Creation Project from Ajloun, transformed personal and health challenges into a successful income-generating project specializing in Oyster and Agaricus mushroom production. Starting without capital and relying on self-learning and experimentation, she developed a high-quality product and expanded into new markets. Today, she continues to grow her enterprise, diversify her income, and aspire toward establishing an integrated mushroom farm, demonstrating the impact of economic empowerment on self-reliance and sustainability.

FUNDED BY

spark



Funded by the European Union

بتمويل من الإتحاد الأوروبي

SPARK funded through
the European Union

ILHAMEE

2023 - 2028

OBJECTIVE

The ILHAMEE project seeks to support refugees and local communities in achieving economic independence through targeted job-market skills training. It will do so through training 2000 young men and women on “Six Tools for Work,” which encompasses principles of empathy, personal compass, neuroplasticity, self-care, and dealing with difficult emotions.

MAIN ACTIVITIES IN 2025

A Training of Trainers (ToT) on “Six Tools for Work,” based on Ruwwad’s youth fellowship “Know Yourself,” was conducted for **16** professional counselors and youth workers from all over Jordan.

In addition, Ruwwad graduates, who had previously been trained to deliver the “Six Tools for Work” curriculum, facilitated four workshops for **102** youth participants.

FUNDED BY



Education for Employment
funded through Agence
Française de Développement



ARTS & DISABILITY: BUILDING ON THE 20-YEAR-OLD JOURNEY OF BAYT SILSAL FOR YOUNG PEOPLE WITH DISABILITIES

منح
مسارات
للفنون والإعاقة - الأردن
Masarat Art & Disability
Grants Scheme - Jordan

PROJECT Colors Without Borders (2025-2026)

FUNDED BY

MAIN ACTIVITIES IN 2025



Al Bunayat Centre for
Special Education and
Jordan Assembly for Art and
Disability, with funding from
the British Council

The project aims to empower persons with disabilities at Shakkel - Bayt Silsal at Ruwwad to enhance their creative skills in visual arts, as well as promote meaningful participation of persons with disabilities in the cultural scene, challenge prevailing stereotypes about disability, and create real opportunities for cultural and economic inclusion through the production, exhibition, and marketing of artistic works, ensuring long-term impact for participants and the local community.





OPERATIONS

FINANCE ADMIN & HR 2025

- Renewed the **commercial registration** and **professional license certificates** for **our community centers** in Amman and Tafileh.
- **Closed the contracts of 6 employees** recruited in 2024 in December 2025 due to redundant responsibilities, also addressing the organizational deficit. **An additional 3 contracts for longer-serving employees** are scheduled for closure in March 2026
- Upgraded the **Ruwwad Odoo system** with **new features** supporting accounting, human resources, IT, and the MKYEEF scholarship.
- Finalized an initial **warehouse inventory** and **donated unused items** (including books, desks, and office chairs) to nearby schools in Amman and Tafileh.
- Completed the **sale of the old minibus** and acquired a new vehicle.
- Completed **construction** and finishing works for **the first floor of the new building**.
- **2024 financial audit statements** were approved and submitted, and the Companies Control Department issued the company information certificate.

COMMUNICATIONS 2025

- As of 2025, our platforms reached **137,645** followers on Facebook, **8,718** on Instagram, and **4,454** on LinkedIn. During the year, our performance recorded a total of **1.5** million views on Facebook and a reach of **106,000** on Instagram.
- Produced **48** Videos for programs
- Produced **6** videos for projects
- Trained **3** sessions in branding and creative communications and photography
- Designed **18** Key Events : conceptual, branding and execution
- Supported Ruwwad Palestine with all key event branding and projects
- Archived Ruwwad Visual library since 2005 (revise with Omar)

IT UNIT 2025

- Commenced development of the **Ruwwad Data Monitoring System** and **indexing** all of Ruwwad's files on a centralized drive, to continue in 2026.
- Integrated team devices with the central **Windows Server and Domain Controller**, enforcing standardized endpoint security policies to protect organizational data and ensure compliance
- Piloted **Ruwwad Learning Space** e-learning platform, currently providing bilingual professional development courses (Google Workspace and Gamification) for scholars.
- Installed indoor **CCTV systems and intruder alarms** across the East Amman Center and **5G internet connectivity** at the Al-Tafileh Center.
- Facilitated the ongoing **digital library loan service** for scholars and the community

ACKNOWLEDGMENT AND APPRECIATION

IMPACT PARTNERS

We extend our gratitude to our key philanthropists, strategic partners, and our board.

Thanks to **189** institutions - schools, governmental organizations, non-governmental organizations, and private sector companies - that partnered with us this year, moving together toward a more just society!

ACKNOWLEDGMENT AND APPRECIATION

Youth Organizing Program



Programmatic Partners



Child Development Program



Projects



Adolescents Development Program



Community Support Program



ACKNOWLEDGMENT AND APPRECIATION

External Volunteers

We celebrate **190** external volunteers who contributed to our work throughout the year across various programs, projects, and units.
various programs, projects, and units.

Abdulrahman
Alshawabkeh
Abdelrahman Alkhatib
Abdullah Al-Awadeen
Abdulrahman Adullah
Abdulrahman Al-Nahhas
Abeer Abu Touq
Abeer Halabi
Adan Alqaisi
Ahmad Alayan
Ahmad Daraghmeh
Ahmad Remawi
Ala Janbek
Amer Al-Hafi
Amjad Al-Afeefi
Amro Alshroof
Anas Mansour
Anissa Martinez
Ankit Malhotra
Arwa Sabra
Ashraf Altentawi
Asiya Nakhooda
Asma' Aljarafeen
Asmaa Jamal
Aya Alawadi
Aya Mismar
Ayman Al-Jaafari
Ayoub Alquda

Barina Abaza
Basel Almasri
Bashar Al-Jwawdeh
Bassam Al-Helo
Batool Muhaisen
Betsy Morley
Bilal Judii
Bushra Al Jarabaa
Bustan Ajarmeh
Cody May
Cyrelle Andrews
Dana Al-Juaidi
Dana Mismar
Dana Saad Al-Din
Dana Sammour
Dawood Nozha
Diaa Imran
Eman Al-Sabatin
Emran Abu Mershed
Fahed Qaddour
Faiqah Haolat
Faisal Al-Nimri
Feras Hassoun
Fouad Imeish
Ghaleb Masoud
Ghusoon AL-Khader
Hafiza Al-Qumoul
Haitham Anbousheh

Hala Murad
Hamza Hilal
Hamzeh Abu Hiteh
Hamzeh Jaber
Hashem Aysami
Hassan Mustafa
Hawaa Faroka
Heba Hilal
Hind Abu Faris
Hussain Njadat
Huthafa Abuhassan
Ibrahim Gharaibeh
Ismail Akeel
Issa Nesheiwat
Jacob Chesley
Jake Hussona
Joyce Al-Raie
Khaled Darwazah
Khalil Wahab
Kimberly Bright
Laila Jarar
Lara Al-Hourani
Lara Al-Sawalqa
Layan Khalil
Leen Ghassan
Lena Bazayan
Lina Abu Samha
Lina Al-Badri

Lina Khalid
Loai Najjar
Lubna Al-Khraysha
Lutfallah Bachimam
Ma'an Ka'oush
Maha Al-Rashdan
Mahmoud Al Najjar
Malak Saudi
Manal - Moeko
Yanagitani
Manal Abu Aldahab
Mariachiara Colangelo
Marie Jeanne Berger
Marie Sylvia
Marie-Claude Du Cap
Masarra Toukan
Massi Biffi
May Hein
Michael Pizzuto
Mo'men Alshamli
Mohammad Abu Halima
Mohammad Abu Zainab
Mohammad Al-Kayali
Mohammad Rbaihat
Mohammad Saleem
Mohammed Al-Homsi
Mona Abu Halawa
Mona Husainat

Mosaab Barakati
Mubarak Ricky
Mukhayyo Tashpulatova
Muneer Fasheh
Murad Belsha
Nael Suadi
Naya Salah
Nidaa Ezzat
Nidaa Kharoub
Noor Shbeita
Norjan Dajani
Ola Sawaei
Omar Abu Obeileh
Omar Alkahmaiseh
Omar Khalil
Qais Alhinti
Qusai Mahasees
Rabea' Zureiqat
Raeda Aldbaiba
Raghad Abed
Raghad Alqatari
Rajaa Faraj
Rama Shastri
Rana Abu Oudeh
Rana Damra
Raneen Ghanem
Rania Algabari
Rasha Al-hawamdeh

Rasha Al-Shawarbeh
Rawan Al-Jabri
Rayhan Abdullah
Reef Al-Fakhouri
Reem Hamdan
Reuben Deil
Romouz Sadeq
Ruba Atallah
Sabha Alkhaleel
Safaa Eid
Safwan Al-Dajjah
Sahar Khalifa
Saja Baker
Saja Saad
Sakher Muhseisen
Salameh Al-aqraa
Salwa Al-Kafween
Samah Abdel Aziz
Samah Rbaihat
Samar Jabra
Sarah Abdo
Sarah Abu Deen
Sarah Al-Taradah
Sarah Sedqi
Scott Johnson
Sevan Tchakmakian
Shadi Hassan
Sofian Salman

Sundus Abdulwahhab
Taha Abu Taha
Tameem Baker
Tanya Stewart
Tasneem Al-Hmouz
Tayma Abuhakmeh
Thaer Al Majali
Valerie Tate
Vanessa Harmon
Wafaa Al-Khadra
Walaa Abdel Fattah
Walid Saleh
Waseem Abu Obaid
Yaqeen Qatatsheh
Yasmeen Abaza
Yasmeen Aqel
Yasmin Aqel
Yi Sheng Chan
Yousuf Alshareef
Zaina Ali
Zeina Shrouf
Zena Budeiri
Ziad Almasri
Zoe Churchill

ACKNOWLEDGMENT AND APPRECIATION

Strategic Partners

aramex



بنك القاهرة عمّان
CairoAmmanBank

Ruyana رويانا



• Key philanthropists

- Fadi Ghandour Founder -Jordan Board Chairman
- Khaled Al Masri
- Raghida Ghandour Rahim
- Rula Attallah

• Key Contributors

- Sa'ed Karajah & Partners

• Ruwwad's Board of Directors

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