



ANNUAL REPORT

Empowering Communities Inspiring Change 20 24



Developmental Action Without Borders - Naba'a

WELCOME TO ANNUAL

REPORT 2024



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Acronyms and Abbreviations

| NGO | Non Governmental Organization |
|-----|-------------------------------|
| PSS | Psychosocial Support |
| PFA | Psychological First Aid |
| GBV | Gender Based Violence |
| RS | Retention Support |
| BLN | Basic Literacy and Numeracy |
| ECE | Early Childhood Education |
| VΤ | Vocational Training |
| ECA | Emergency Cash Assistance |
| | |

www.nabaa-lb.org

A Message from Naba'a Leadership

Dear Friends and Supporters,

As we reflect on the year 2024, it is with a deep sense of gratitude and pride that we share this journey with you through the pages of our annual report. This past year has tested our resolve and our capabilities, and it is heartening to affirm that together, we have not only met these challenges but have thrived amidst them.

The first half of the year brought with it significant challenges, yet our commitment to our mission remained unshaken. We continued to expand our developmental efforts across Lebanon, reaching more communities than in previous years. Our dedicated team worked tirelessly, making remarkable strides in various sectors: from enlightening futures through our education programs, cultivating economic empowerment via our livelihood initiatives, to safeguarding dignity through our protection efforts and providing rapid responses through our emergency services.

The resilience displayed by our team and community in the second half of the year, especially during the war, was nothing short of inspirational. This annual report is filled with success stories that are a testament to the strength and spirit of the people we serve. It is these stories that fuel our commitment and remind us of the importance of our work.

We would like to extend a special thanks to all local authorities in Lebanon, especially in the South, for their unwavering support and responsiveness. Their collaboration and facilitation were critical in enabling us to deliver timely and effective assistance, reaching those in need during some of the most challenging times.

This report is dedicated to our incredible team—without whom none of this would be possible—and to you, our friends and supporters, who stand with us in solidarity. Your trust and partnership empower us to push forward, even in the face of adversity.

Thank you for being part of our journey

Naba'a Founder & Chairperson

DR. Qassem Saad

Naba'a Executive Director

Yasser Dawoud



Our People

"The remarkable interventions achieved in 2024 across various fields would not have been possible without the dedication and efforts of Naba'a's exceptional team".



A Diverse and Inclusive Team

In 2024, Naba'a's diverse 281-member team thrived on inclusion and innovation.



Investing in Continuous Learning

In 2024, Naba'a boosted team skills through training and support for advanced studies.



In 2024, Naba'a continued to make a profound impact through its humanitarian interventions in education, protection, emergency response, and livelihoods.

These successes were fueled by the passion and commitment of a dynamic team, dedicated to fostering positive change.

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Our People







A Diverse and Inclusive Team

Naba'a's workforce flourished in 2024, growing to 281 members, including 198 females and 83 males from a variety of nationalities and backgrounds. The team, which includes full-time and part-time employees, consultants, cash-for-work participants, trainees, and volunteers, thrives in an environment that champions diversity and inclusion. Naba'a embraces individuals from all genders, nationalities, and backgrounds, regardless of sect or religion, and ensures that team members with disabilities can contribute fully to the organization's mission. This rich diversity fosters creativity, resilience, and innovation, driving the success of Naba'a's initiatives.

TOTAL MEMBERS

281 Members

Females

Males

198

83



* Investing in Continuous Learning

Recognizing that a well-trained team is crucial to success, we have made a significant investment in capacitybuilding throughout 2024. Naba'a supported team members pursuing advanced degrees by offering flexible attendance arrangements and introduced comprehensive learning and development plan to strengthen their skills. Tailored training in key areas such as education, protection, health, psychosocial support, and emergency response equipped the team to meet evolving challenges and excel in their roles. This focus on development not only enhanced individual and collective performance but also ensured that Naba'a could effectively achieve its strategic objectives. The team's success is Naba'a's success, as the capacity-building efforts benefited both the team and the organization, creating stronger foundation for future accomplishments.

In 2024, Naba'a enhanced team skills through advanced studies and targeted training.

Our People

Commitment and Shared Success During

During the war from September to November 2024, Naba'a's team demonstrated extraordinary resilience and unity. Despite the challenges of displacement, team members adapted their roles, shifting their focus to critical emergency interventions. Their dedication ensured that displaced communities continued to receive essential support during a time of immense uncertainty. This collective commitment is a testament to the strength and solidarity of Naba'a's team. Their ability to pivot and persevere in the face of adversity underscores the shared purpose that unites us all.



During the 2024 war, Naba'a's team united to support displaced communities with resilience and dedication.



Prioritizing Well-Being and Recognition

At Naba'a, we believe that our team's well-being is key to sustained success. Throughout the year, we prioritized mental health and work-life balance by offering stress-relief sessions and psychological first aid training, especially during the war. These initiatives created a supportive environment, helping team members manage challenges while staying motivated and engaged. Equally important is our culture of recognition. From appreciation letters to special events, we celebrate our team's exceptional contributions and milestones. These moments of acknowledgment not only inspire individuals but also reinforce the sense of belonging and pride that defines Naba'a.

Naba'a prioritized team well-being and recognition, fostering motivation and belonging

Strategic Pathway

Strategic Plan

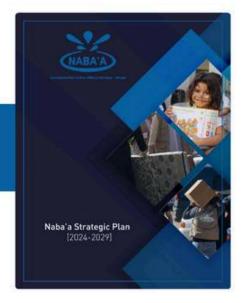
In 2024, we unveiled our ambitious 5-Year Strategic Plan, a milestone in our mission to empower marginalized communities across Lebanon. Our strategy reflects the collective insights of children, parents, educators, NGOs, governmental agencies, and community members, ensuring an inclusive, participatory approach that aligns with our vision of equity, opportunity, and justice. Building on over two decades of dedication to marginalized communities, our strategy reaffirms our commitment to human and child rights.

Transformative Impact

Grounded in our history of championing children's rights and community development, the plan focuses on four key pillars: Education, Emergency Response, Livelihood, and Protection. It integrates immediate support with sustainable development strategies, aligning with the UN Sustainable Development Goals. Notably, it emphasizes strengthening education access, enhancing emergency preparedness, creating economic opportunities, and fostering protective mechanisms for vulnerable populations. Our advocacy efforts are woven through each of these pillars, driving systemic change by promoting inclusive policies, championing rights, and amplifying the voices of marginalized communities to ensure long-lasting impact across all sectors.

This collaborative and forward-looking plan underscores Naba'a's commitment to transformative impact, ensuring lasting change for Lebanon's most marginalized communities. Together, we aim to continue building a future of empowerment and resilience.







PROTECTION PROGRAM

In 2024, Naba'a's Protection Program achieved remarkable milestones, reinforcing its mission to safeguard the rights and well-being of vulnerable populations. As a cross-cutting initiative, the program integrates seamlessly with all other programs—education, emergency response, and livelihood—ensuring a holistic approach to addressing the diverse needs of marginalized communities.



PSYCHOSOCIAL SUPPORT (PSS):















AWARENESS SESSIONS

Educated 8,440 caregivers and 3,181 children, enhancing knowledge on child protection and personal safety, while reinforcing educational and communitybuilding initiatives.





PSYCHOLOGICAL FIRST AID

Reached **20,506** individuals, providing immediate emotional support and linking to emergency and protection services.

GENDER-BASED VIOLENCE AWARENESS

Conducted sessions for 5,146 individuals, including 426 youth and 649 women, promoting gender equality and personal safety across all sectors.





REPRODUCTIVE HEALTH AWARENESS

Engaged **2,497 females**, promoting well-being and complementing health-focused livelihood and emergency initiatives.

REFERRALS

Supported 179 women and 7 youth by connecting them to specialized services, ensuring continuity of care





REPRODUCTIVE CLINICS

Served **1,663 women**, addressing critical healthcare needs integral to overall community support.



A CALL FOR ACTION

During the 2024 UN General Assembly, Metri Jouni from Nabaa Association highlighted the suffering of children in Lebanon due to war, stressing their exposure to violence, loss, and fear. He called for urgent international action to end the conflict, protect civilians, and uphold children's rights

CASE MANAGEMENT& CHILD PROTECTION

Provided tailored support to 833 individuals, integrating care and advocacy within education and livelihood programs.



DIGNITY KITS

Distributed to **7,720 females**, ensuring essential hygiene needs are met with dignity and respect, particularly in emergencies.





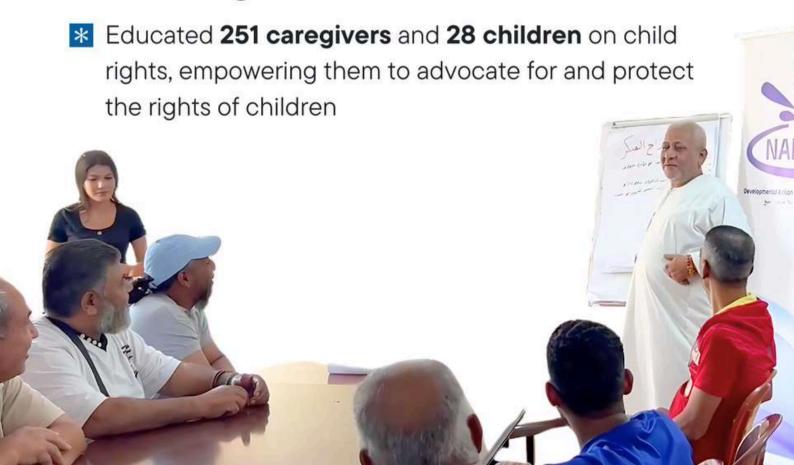




Social Behavior Sessions



Child Rights Sessions



Positive Parenting





"Activities for caregivers foster positive parenting and strengthen bonds with their children"

- Mohammad,

★ Trained 295 caregivers, equipping them with skills to foster nurturing and supportive family environments.

Women's Committee

Empowered 30 women, fostering leadership and advocacy within their communities.





Open Day

For Youth and Women

Organized a stress-relief event for 270 youth and 470 women following the Ein El Helwe clashes of 2023, promoting emotional recovery and community solidarity.



Youth Initiative – "A Day with No Violence"

Engaged 302 youth and adolescents, inspiring collective action against violence and fostering a culture of peace



"My Work isn't for My Age" Campaign

The advocacy campaign made significant strides in addressing child labor in Borj Hammoud through innovative and inclusive logistics. Over 1,000 community members, including residents,





business owners, and children, were actively engaged in discussions about the dangers and consequences of child labor. The campaign utilized interactive methods, such as a vibrant street circus performance and the distribution of informative brochures and stickers, to communicate complex issues in an accessible and engaging manner for all age groups. The youth-led initiative not only empowered local youth to take leadership roles but also highlighted the importance of community collaboration in fostering awareness of child labor laws and its harmful effects.

EARLY DETECTION SAVES LIVES: A SUCCESS STORY FROM OUR BREAST CANCER AWARENESS INITIATIVE

As part of our protection and advocacy programs, Naba'a conducted a breast cancer awareness session aimed at educating community members on early detection and prevention. Among those invited was D.S., a 50-year-old resident of Ein El Helwe, who lives with her husband, two daughters, and one son. Initially, she declined the invitation, believing the topic was not relevant to her. However, after receiving encouragement from a close friend who recognized the session's value, she reconsidered and decided to attend.

During the session, Naba'a team provided critical information on the early signs and symptoms of breast cancer. D.S., who had previously been unfamiliar with the topic, became increasingly engaged and shared a personal concern: "I was unaware of these signs before, but my married daughter has been experiencing some of them. What should I do?"

Recognizing the urgency of the situation, Naba'a team promptly referred D.S.'s daughter to our clinic for further evaluation. Following an initial assessment, our gynecologist conducted a breast examination and recommended an ultrasound. The results led to a referral for further imaging at a hospital, which ultimately confirmed an early-stage breast cancer diagnosis.

Thanks to D.S.'s participation in the awareness session, her daughter was diagnosed at an early stage, significantly improving her chances of successful treatment and recovery. Reflecting on this experience, D.S. expressed her gratitude, stating, "I thank God every day that I attended the session. Without this knowledge, I would not have recognized the warning signs, and my daughter's condition may have gone undetected until it was too late."

D.S., 50 Year Old

EDUCATION PROGRAM

In 2024, Naba'a supported 4,044 children through its RS, BLN, and ECE programs. These initiatives addressed educational disparities, enabling children to overcome barriers, excel academically, and remain in school.

RETENTION SUPPORT

- 86% of students significantly improved Arabic reading and writing.
- Substantial progress in English proficiency and mathematics, including solving algebraic equations and geometric proofs.

86% A
Of Students Improved

EARLY CHILDHOOD EDUCATION

- 97% demonstrated progress in literacy and numeracy, mastering letter recognition, reading sentences, basic shapes, and addition.
- All transitioned successfully to Grade 1.





BLN LEVEL 1

- 85% of students gained the ability to read and write Arabic words, recognize English letters, and perform basic arithmetic.
- · All advanced to BLN Level 2.



HOLISTIC DEVELOPMENT

In addition to academics, **3,529 children** participated in recreational activities, fostering creativity, teamwork, and emotional well-being.





CAREGIVERS ENGAGEMENT

* Caregivers were actively involved through sensitization sessions, English courses for mothers, and parent committees to support learning at home.

INNOVATIVE TEACHING

Naba'a's educators utilized playbased learning, life skills integration, and technology such as active boards in centers like Ein El Helwe, Rachidieh, and Bus to create an engaging and impactful learning experience.



SUCCESS STORY: HASSAN'S JOURNEY OF RESILIENCE AND GROWTH



HASSAN, A 10-YEAR-OLD FROM THE RASHIDIEH CAMP IN SOUTHERN LEBANON, HAD A TOUGH START

Living in extreme poverty with his father, stepmother, and siblings, Hassan struggled under the weight of his family's financial hardships and the bullying he endured due to his circumstances. Once an outgoing child passionate about learning, he became withdrawn, losing confidence and motivation.

Things began to change when Hassan joined the Wider Opportunities project at Naba'a. Initially hesitant, Hassan soon discovered the center as a safe space, free from bullying, where teachers provided unwavering support. Personalized learning plans and psychosocial support helped him rebuild his confidence. "I used to be afraid to speak up in class, but now I feel confident sharing my ideas," Hassan says proudly.

SUCCESS STORY: HASSAN'S JOURNEY OF RESILIENCE AND GROWTH



The program equipped Hassan with coping skills through group activities and mental health sessions. Teachers also involved his stepmother in parenting support sessions to create a more nurturing home environment. Over time, Hassan not only reconnected with his love for learning but also started excelling academically. "The learning support team gave me a precious gift: the hope to be myself again," he reflects.

Initially struggling in <u>math</u>, Hassan faced challenges with long division, which made the subject daunting for him. However, his teacher broke down the concept into simple, step-by-step examples, provided him with daily practice exercises, and introduced engaging tools like flashcards to make learning enjoyable. This consistent support helped Hassan overcome his difficulties, leading to a notable improvement in his math pre and post tests from **20/60 to 41/60**.

In <u>Arabic</u>, Hassan's difficulty in reading and understanding texts hindered his ability to keep up with his peers. To address this, his teacher incorporated daily reading aloud sessions, guided him in answering simple questions about the texts, and encouraged him to write short sentences regularly. These interventions significantly improved his reading and comprehension skills, resulting in an increase in his grades from **21/60** to **35/60**.

<u>English</u> posed another challenge for Hassan, particularly in writing and structuring sentences. His teacher revisited the basics of sentence formation, encouraged him to write simple sentences and introduced fun learning activities such as word puzzles to make the process engaging. Over time, Hassan's ability to write correct sentences improved, and his English grades rose from **19/60** to **38/60**.

Hassan's transformation is evident in his dream of becoming a science teacher, a role he aspires to take on to inspire others like him. "I feel powerful because of my teachers. They helped me become strong and improved my learning skills and self-confidence," he says.

Today, Hassan stands as a symbol of resilience, a shining star determined to overcome challenges and carve a brighter future. Naba'a's commitment to fostering hope and empowering children like Hassan continues to change lives, one child at a time.

LIVELIHOOD PROGRAM



We were dedicated to equipping youth and adolescents with the skills, knowledge, and opportunities needed to build sustainable livelihoods. In 2024, our Livelihood Program reached a wide audience, delivering impactful activities that combined practical training with essential life skills development

- Vocational Training (VT): Trained 795 youth and 200 adolescents in technical skills, enhancing their employability in Electricity and Solar Energy, Hospitality, Healthcare (Nursing), Photography, Business Administration, Marketing, Social Work, Barbering, Hair Dressing, and Specialized Beauty Services.
- English and Digital Marketing Literacy Courses: Provided essential language skills and practical digital marketing knowledge, equipping 250 youth and 200 adolescents for personal and professional advancement.
- Life Skills Training: Empowered 1,208 youth and 67 children with essential life skills such as communication, problem-solving, teamwork, and resilience, complementing their education and vocational training.
- Job Counselling: Guided 60 youth through personalized career counselling, helping them
 make informed decisions aligned with their skills and aspirations.
- Youth Startups: Supported 26 youth in launching their own small businesses, fostering entrepreneurship and economic self-sufficiency.
- Internship Opportunities: Facilitated internships for 66 youth, providing hands-on experience
 to enhance their professional growth and market readiness.
- On-the-Job Training: Engaged 65 youth in real-world training environments, helping them gain
 practical experience and refine their skills.

 Cash for Work: Enabled 28 youth and adolescents to earn income through short-term employment, while also contributing to community development.









SUCCESS STORY: FINDING PURPOSE THROUGH VOCATIONAL TRAINING



"I DIDN'T FEEL A SENSE OF EXISTENCE UNTIL I BECAME A TRUE PROVIDER,"

Mohammed, a 16-year-old Palestinian from Burj Chemali, repeatedly says with pride. Three years ago, he dropped out of school and often found himself in daily conflicts with his father, who resorted to harsh punishments, including frequently kicking him out of the house.



The turning point in Mohammed's life came during a session for mothers that Naba'a implemented, where his mother opened up about the challenges Mohammed faced. Recognizing his potential, we discussed the possibility of enrolling him in vocational training. With persistent encouragement and support from Naba'a staff, Mohammed agreed, albeit reluctantly, to join the free vocational training course in barbering.



"Don't expect me to be committed," he warned at the start. "I can't wake up early, and I spend most of my days away from home."

At first, Mohammed found it challenging to stay engaged. "I wasn't very excited because I've always found it hard to stay committed. I even told the staff this on the first day," he recalls. However, as the training progressed, Mohammed began to feel more motivated. The supportive environment, the instructors' excellent teaching methods, and the daily follow-ups and care from Naba'a's team helped him overcome his initial hesitation. The training had a transformative impact on Mohammed, especially during the difficult times of war. "I was able to join humanitarian initiatives with the association, like offering free haircuts at collective shelters," he proudly shared.

Beyond barbering, Mohammed gained essential life skills such as communication, problem-solving, resume writing, and interview preparation. He also learned about workers' rights and the rights of child laborers. Upon successfully completing the program, Mohammed received an accredited certification in barbering, giving him professional recognition and further boosting his confidence.

To address his personal struggles, Mohammed was referred to psychological support services within Naba'a, which focused on strengthening his relationships and providing the emotional foundation he needed. Simultaneously, we worked closely with his mother through targeted sessions to create a more supportive home environment.

One of the most profound changes Mohammed experienced was in his perspective on others. The training provided him with an opportunity to build friendships with people from different nationalities. "This wasn't easy at first because I had negative views about others—especially people from other nationalities—thinking they disliked us or caused our problems. But after six months, we got to know each other, understood each other's struggles, and realized we all face similar challenges," he said.

Over time, Mohammed's commitment grew, and his attitude transformed. "I wake up early because of Naba'a," he said, a testament to his newfound dedication and purpose. His dream of owning a barbershop became a frequent topic of conversation, shared enthusiastically with his friends and family. After completing the vocational training, his father recognized his progress and provided him with a room in their home to set up his own barbershop. Today, Mohammed is a proud entrepreneur, working hard to improve his family's circumstances and contributing to his community.

Reflecting on his journey, Mohammed shared, "Before the training, I had no practical skills at all. My only goal was to learn a profession, but I ended up gaining much more. I am very proud of myself right now. The results of this experience have changed the course of my life. I have achieved financial freedom, allowing me to buy what I want and support my family. I hope to develop my work further in the future, and one day I will become a successful business owner."

EMERGENCY PROGRAM



During the **66-day** war on Lebanon, Naba'a demonstrated exceptional commitment and capacity by working in three distinct settings: emergency collective shelters, with hosted families, and with hosting families. Guided by a comprehensive emergency response plan aligned with our new strategy, Naba'a conducted immediate needs assessments to identify and address the specific requirements of all these affected groups. By mobilizing swiftly, we delivered targeted and holistic support, ensuring that no segment of the affected population was overlooked.

FOOD SECURITY

Distributed **11,080 food parcels** to households, ensuring immediate access to essential nutrition.





EMERGENCY CASH ASSISTANCE

Supported 2,422 households with financial aid to meet their urgent needs.

SLEEPING MATERIALS

Delivered sleeping materials to 2,093 Internally Displaced Households.



HYGIENE KITS

Provided 1,675 households with essential hygiene products to maintain health and prevent the spread of disease





CLOTHING

Distributed clothing to 1,032 children, ensuring warmth and comfort for the youngest affected.

TOYS

Delivered toys to 310 children, bringing moments of joy and comfort during a time of distress.





POTABLE WATER

Supplied safe drinking water to 36,937 individuals.

HOT MEALS

Served 31,721 individuals, ensuring access to freshly prepared, nutritious meals during displacement.





ASSISTIVE DEVICES

Provided 15 children with disability with devices tailored to their needs, ensuring mobility and inclusion.

SHELTER MANAGEMENT

In 2024, Naba'a successfully managed three emergency centers across **Tyre**, **Jezzine**, **Sfaray**, **Mjaydel**, **Lebaa**, **Saida**, **Qaryeh**, **Mye Mye**, **and Ain Al Deleb**, ensuring they were fully equipped to provide comprehensive care for hosted families. Our shelter management efforts focused on creating safe, dignified spaces while addressing immediate and long-term needs.

KEY SERVICES PROVIDED







PROVISION OF BASIC NEEDS

* Ensured families had access to food, hygiene supplies, clothing, and adequate shelter.





MENTAL HEALTH SUPPORT

Delivered psychosocial and mental health services to individuals and families, fostering emotional recovery and resilience.

COLLECTIVE SHELTER SERVICES

- · Managed three centers fully, offering holistic care
- Operated in 28 emergency collective shelters, providing targeted services such as:
 - Awareness sessions on child protection for children and parents.
 - Psychosocial Support Sessions (PSS) for children and parents.
 - Child Protection Case Management, addressing individual needs.
 - Assessments for individuals with disabilities and referrals to specialized services.



Managed & Present In Collective Shelters

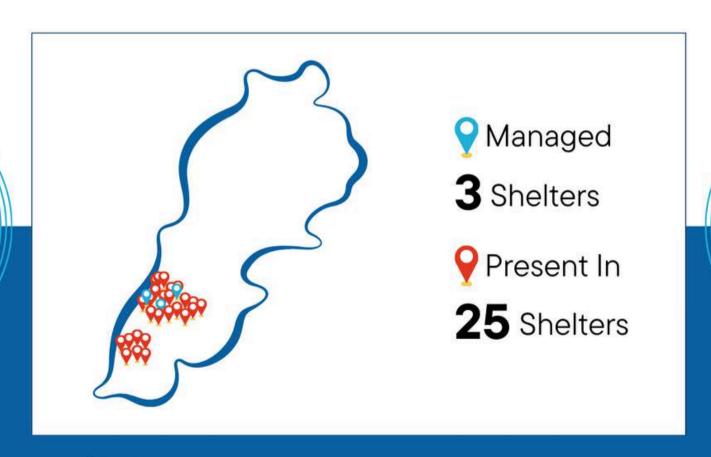


Present In

9

Managed

Naba'a was present in **25** Collective Shelters During the Emergency Response Period Naba'a Managed **3** Collective Shelters During the Emergency Response Period

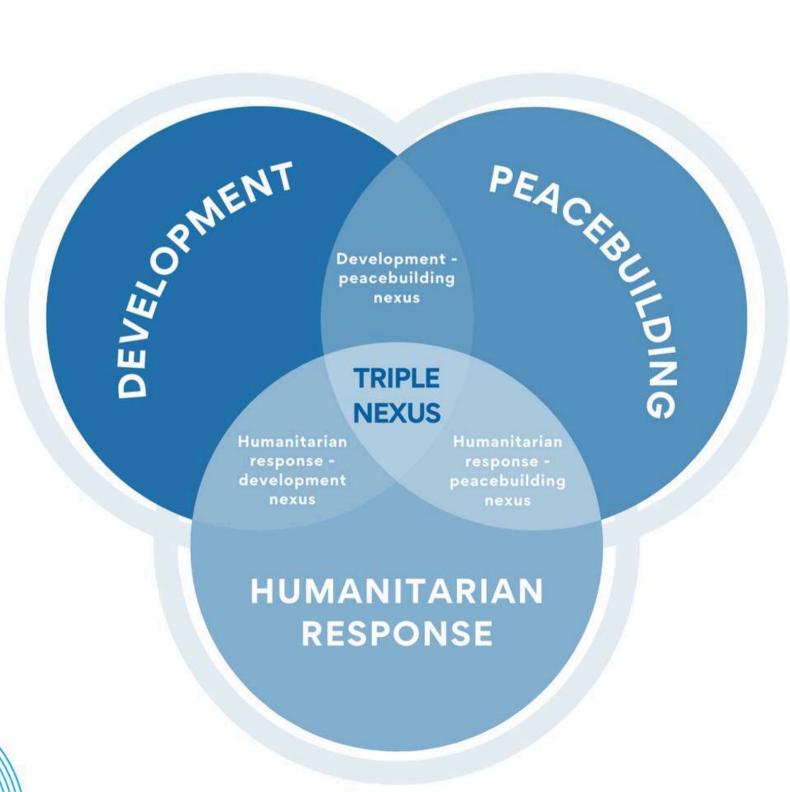


How Did Naba'a Respond?

During the emergency response period, Naba'a played a vital role in supporting displaced individuals by providing essential services in collective shelters. Its efforts focused on ensuring safety, stability, and comprehensive care through the provision of basic needs, mental health support, and various collective shelter services, including awareness sessions, psychosocial support sessions, child protection case management, and assessments for individuals with disabilities.

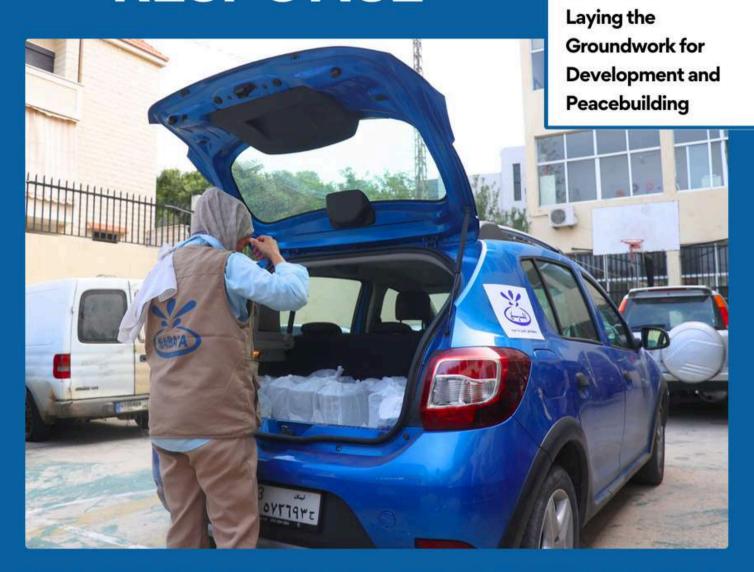
TRIPLE NEXUS APPROACH

Integrating Humanitarian Response, Development, and Peacebuilding





HUMANITARIAN RESPONSE



During the **66-day war on Lebanon**, Naba'a rapidly activated its Emergency Response Plan to address the urgent needs of affected communities. This plan was guided by a holistic approach that not only provided immediate relief but also considered the long-term impact on development and peacebuilding. Key actions included:

- Meeting Immediate Needs: Food security, shelter, water, hygiene, and psychosocial support
 were prioritized to stabilize affected populations. This ensured survival and alleviated distress
 during the crisis.
- Planning for Sustainability: Relief efforts were designed with a focus on building resilience, integrating services like vocational training and psychosocial support to prepare individuals for post-crisis recovery.
- Engaging Local Stakeholders: Local suppliers and service providers were actively involved in emergency operations, fostering community involvement and supporting local economies even during the conflict.

DEVELOPMENT CONTINUITY



Post-emergency, Naba'a transitioned seamlessly to development-oriented activities, ensuring that gains made prior to the crisis were preserved and enhanced. Efforts included:

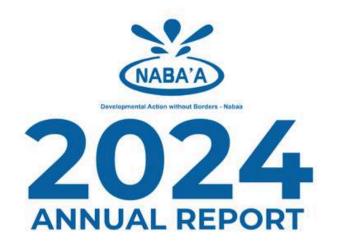
- Strengthening Education: Educational initiatives resumed, with a focus on equipping children
 and youth with the skills and knowledge needed for long-term success. Programs addressed
 gaps exacerbated by the conflict and reinforced resilience through retention support and
 literacy training.
- Supporting Livelihoods: Local businesses and suppliers were actively supported, creating
 economic opportunities and ensuring community involvement in the recovery process.
 Livelihood programs, including vocational training, entrepreneurship support, and internships,
 were integrated with emergency recovery efforts to provide a pathway to stability.
- Building Resilience: By aligning emergency and development programs, Naba'a empowered communities to recover stronger. Life skills training and capacity-building efforts ensured individuals were better prepared to withstand future crises, fostering long-term stability.

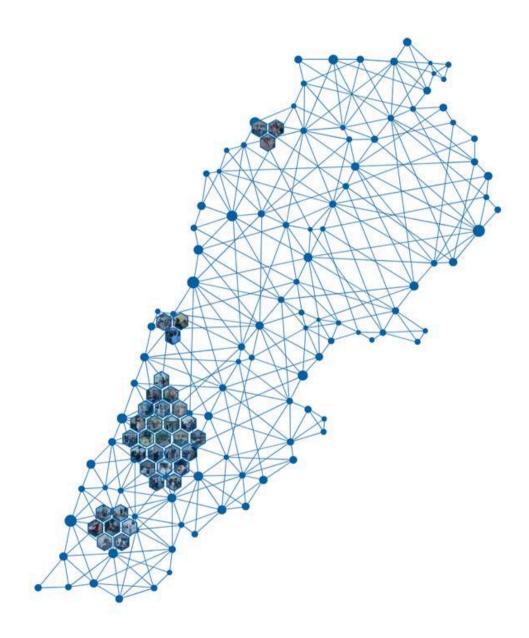
PEACEBUILDING INITIATIVES



Recognizing the critical importance of peace during and after the conflict, Naba'a implemented targeted peacebuilding initiatives to foster harmony and reduce tensions. These efforts aimed to address the root causes of violence and promote social cohesion:

- **Promoting Nonviolence:** Community-driven initiatives encouraged dialogue and collective action, promoting peace and reducing the potential for conflict escalation.
- Fostering Emotional Recovery: Stress-relief activities and psychosocial support helped individuals process trauma, build trust, and restore a sense of normalcy. These efforts were particularly vital for women and youth, often the most affected by war.
- Empowering Local Leadership: By engaging women, youth, and community leaders in decision-making and advocacy, Naba'a strengthened local capacities for conflict resolution and peace promotion.





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