Three years ago, the LLWB Board decided to change the bi-laws

1. To extend the mandate from two to three years.
2. Board members have the right to be re-elected for two consecutive mandates.

We wanted to set the example on the value of change, on the value of trusting other professionals, on the need to open new windows for our youth, to take the lead and succeed.

The time has come, to elect the seven new members, it is time to make the right choice. It is time to release our responsibilities and entrust it to the new board.

Leading LLWB was a great challenge, an eye opener on the massive needs to support women youth entrepreneurs and students.

It was an eye opener on the great work done by different partners from the civil society, whom we had the pride to work with, to set the example on the value of cooperation.

We cannot ignore or forget the financial hurdles we all are facing in those difficult times.

Actual times need relentless work with relentless commitment. We all know to which extent is the damage, whether on the level of education, job opportunities, health security, social security, financial security, etc.

Hand in hand we need to work and cooperate on different projects in support of different communities and all over Lebanon.
EXECUTIVE SUMMARY

2018

- 30+ Training workshops & networking events in Beirut, North Lebanon & Beqaa
- 419 Members
- 20+ Partnerships with local and international organizations
- $768,404 Fundraised for LLWB Projects
- 3 Women-led businesses funded through LWAF
- 3,000 Students reached through STEM related activities
- 1 Chapter established in Saida covering the area of South Lebanon

2019

- 20+ events organized in the regions of Beirut, North Lebanon and Beqaa including training workshops and networking events
- 392 Members
- 20+ Partnerships with local and international organizations
- $607,898 Fundraised for LLWB Projects
- 4 start-ups funded through LWAF
- 3,500 Students reached through STEM related activities
- 3 year Program for supporting women entrepreneurs in North Lebanon and Beqaa launched
LLWB BOARD OF DIRECTORS

Asmahan Zein  
President

Salam Yamout  
Vice President

Eva Aouad Turk  
Secretary of the Board

Zeina Mhaidly  
Program Manager

Ghada Salibi  
Administrative Coordinator

Sami Serhan  
WEP Project Manager

Karyl Akilian  
Treasurer

Dania Georges  
Accountant

Aline Kamakian  
Member at Large

Diala Khater  
Beqaa Chapter Coordinator

Rana Harb  
WEP Project Coordinator – North Lebanon

Grace Harb  
Program Director, Initiation to ICT and Tech for Girls and Marginalized Youth

Cynthia Abou Khater  
Member at Large

Khouloud Hanna  
Administrative Assistant
LLWB is a non-profit association founded in 2006 that aims to empower women in the economic sector through providing a platform for Supporting Girls in STEAM.
LLWB believes that its mission can only be achieved through building partnerships and collaborations with the various stakeholders that are part of the ecosystem and through joining efforts and expertise towards addressing socio-economic gaps.

The association operates according to four pillars:

01 GOOD GOVERNANCE
02 MEMBERS & BUSINESS DEVELOPMENT
03 ADVOCACY AND COMMUNITY DEVELOPMENT

LLWB commits to good governance and to providing an ethical foundation for the way it manages its identity, board of directors, as well as its various policies and procedures.

LLWB commits to providing superior skills development opportunities for its members while striving to meet their expectations and changing needs. LLWB also commits to helping its members funding their businesses and through fostering entrepreneurship and overall economic development.

LLWB commits to helping the Lebanese community by engaging in strategic alliances and partnerships for promoting gender equality and working around policy reform.

LLWB commits to the development of the community, by working with individuals on the ground towards promoting gender equality and towards driving change in this direction.
LLWB’S STRATEGIC PILLARS

01 GOVERNANCE
Initiatives in times of crisis • Internal Governance policies and procedures

02 MEMBERS & BUSINESS DEVELOPMENT
Members’ Recruitment • Members’ Skills Development • Members’ Outreach and Support • Lebanese Women Angel Fund • Women Entrepreneurs Program (WEP)

03 COMMUNITY DEVELOPMENT
Regional Chapters • Girls Got IT • Girls’ Day • TechWood Program • WFP Digital Skills Training Program

04 ADVOCACY
Women on Board 2025 Initiative • Women in the Public Sector: Towards Empowerment and Representation
SKILLS DEVELOPMENT COMMITTEE

This committee is responsible for supporting LLWB members’ development, by implementing mentorship programs as well as organizing workshops and trainings around various business-related topics. REACH mentoring is one of LLWB’s projects falling under the supervision of the skills development committee.

COMMITTEE MEMBERS

- Eva Turk
- Nadine Asmar
- Dania Georges
- Raymonde Naim

STEM COMMITTEE

The STEM Committee focuses on the promotion of girls and women in the Science, Technology, Engineering and Mathematics fields. The activities falling under this committee’s main tasks include Girls Got IT, Girls’ Day, Women in Data Science (WiDs) and the implementation of the CRM.

COMMITTEE MEMBERS

- Salam Yamout
- Grace Harb
- Marianne Bitar Karam
- Nisreen Dib
- Lara el Khoury
- Pamela el Khoury
- Stephanie Salloum
- Cynthia Abou Khater
MEMBERS’ RECRUITMENT AND PROMOTION COMMITTEE

This committee is responsible for recruiting members into LLWB, as well as supporting members’ growth and promotion through securing opportunities and visibility across local and international platforms. This committee is also responsible of holding monthly networking events for members, during which various topics related to women’s economic empowerment are discussed.

COMMITTEE MEMBERS
- Eva Turk
- Karyl Akilian
- Aline Kamakian
- Rana Salhab
- Asmahan Zein
- Hanane Saab
- Zeina Zeidan

ACCESS TO FINANCE

The main tasks of this committee include supporting helping women entrepreneurs getting access to finance for developing and growing their businesses. Projects falling under this committee include the Lebanese Women Angel Funds (LWAF).
This committee resulted from LLWB’s 10th anniversary which was held in 2016. It aims at promoting women on boards through various activities including lobbying for legal and policy reform, implementing trainings around women on boards, gathering data around the current landscape related to women on boards in Lebanon and many other.

This committee is responsible for overseeing and planning for the activities conducted in the various regions including North, Bekaa and Shouf. Within this process, the committee is responsible for building partnerships among stakeholders and actors in these areas, as well as developing activities that address the needs in these areas.
LLWB’s initiatives in time of crisis.

For the purpose of addressing needs and challenges which arose after October 17, 2019, LLWB invited members and partners to brainstorm and identify priority areas to be addressed through LLWB’s platform. Six main areas were identified in relation to (1) businesses and start-ups, (2) medical supplies, (3) food security, (4) mental health, (5) education and (6) outreach.
LLWB Members

Gender:
- 6% Male
- 94% Female

Age:
- 30 to 39 years: 29%
- 40 to 49 years: 27%
- 50 to 59 years: 15%
- 60 to 71 years: 5%
- Did not mention: 15%

392 members in 2019
Members by position

- 36% Founder / Shareholder
- 14% Employee
- 22% Senior Level Manager
- 12% Mid-level Manager
- 6% Independent
- 9% Not Mentioned

Members’ Industry

- 12% NGOs & INGOs
- 10% Education
- 8% Did Not Mention
- 8% Communication Services
- 7% Healthcare
- 7% Engineering and Design
- 7% Other
- 7% Financial Services
- 6% Services
- 5% Commerce and Retail
- 5% Coaching and Training
- 5% Banking
- 4% ICT
- 3% Food & Beverages
- 3% Industrials and Manufacturing
- 1% Event Management
- 1% Construction and Contracting
- 1% Publishing
- 1% Energy and Utilities
- 0.3% Petroleum
- 0.3% Hospitality
- 0.3% Printing
- 0.3% Automative Industry
- 0.3% Agriculture
Members Skills Development

Topics tackled include:

- Legalities of setting-up a business
- Banking Awareness
- Public Speaking and Communication
- Digital Marketing
- NSSF Law for Entrepreneurs
- Design Thinking

150 + women in business and women entrepreneurs targeted in Beirut, North Lebanon and Beqaa.
Among these companies are Malia Group and Holdal.

LLWB Held 3 networking events targeting over 50 women entrepreneurs and women in business in Beirut and Beqaa.

Outreach to Corporations

LLWB reached out to the private sector for the purpose of presenting the association’s mission, vision and activities and identifying potential areas of collaboration.
$1,237,500 raised in 2018-2019 under Seeders-LWAF – 50% of which were dedicated for supporting women-led start-ups.

4th cohort was launched in October 2019 including 24 angel investors.

9 Investment Sessions

42 Startups Pitched their business ideas

4 start-ups funded through Seeders-LWAF

IN2
batchig
SYNKERS
FLY-FOOT
Prior to launching the Women Entrepreneurs Program activities, LLWB conducted an assessment of the needs and challenges of women entrepreneurs in the regions of North Lebanon and Beqaa.

Three-year program launched in North Lebanon and Beqaa for supporting women entrepreneurs.

100 women-led start-ups and 20 women-led SMEs are targeted through the program.

The program involves a training program, mentorship and access to funding opportunities for women entrepreneurs.

The project is funded by Drosos Foundation.
Regional Chapters

2 Regional Chapters
sub-committees formed.

200+ women
targeted through activities in the regions.

6 skills development workshops
held in North Lebanon and Beqaa.

LLWB’s strategic pillars in the regions
Based on conversations with members as well as on the association’s experience since 2017 with the implementation of its activities in the regions, the LLWB board of directors decided to re-frame and structure its work in the regions under four main pillars:

- Girls and Women in STEAM
- Women Entrepreneurship
- Women on Boards of Directors
- and Networking.
Techwood

- Five new cycles of Techwood were implemented in the areas of Mount Lebanon, Beirut, Chouf, Tripoli and Akkar.

- Workshops are divided into three technical levels:

  - **Level 1** *Entry level* introducing students to design and manufacturing processes using digital and analogue tools.

  - **Level 2** *Advanced level* involving a guided process for manufacturing using advanced machinery.

  - **Level 3** Providing students with the space to apply acquired knowledge through the process of design cycle, material selection, modeling and prototype development.

- The training targets vulnerable youth from the Lebanese and Syrian Communities between 16-23 years old who are not receiving any formal education and introduces them to technical and engineering skills.

- Techwood training is part of TechWorks Design and Make Program and is delivered under the UNICEF GIL project.
Girls Got IT

2 GGIT events
were organized in 2019 in Chouf and Beirut.

10 GGIT editions
organized in 2018 in Zahle and Beirut.

6 areas
covered across Lebanon.

3,500 girls
from public and private schools were targeted through GGIT to date.

GGIT
Alumni club launched in December 2019

• The Girls Got IT initiative aims to create awareness among girls from grades 10, 11 and 12 in public and private schools around Science, Technology, Engineering, Arts and Math (STEAM).
• The students are invited to attend training workshops within these fields during one day, and conduct hands-on work.
During Girls Day, Girls Got IT (GGIT) alumni are invited to become employees for two hours in departments operating within the STEAM fields in private sector companies.

The event was sponsored by Alfa and the Qudra Programme, financed by the EU Trust Fund and the German Cooperation.
92 students
graduated from the first cycle under the DST program completing 94 hours of English and Digital Skills.

60 students
took part of the Third Cycle of The Digital Skills Training program promoted from cycle 2 for the advanced classes.

127 students
graduated from the second cycle completing 90 hours of digital capacity sessions and 54 hours of English reinforcement classes.

Project Objectives

• Equip 250 vulnerable Syrian refugees and host community youth (at least 50% Syrian) with transferable skills for the digital economy, including basic to advanced digital skills, English language, and soft skills for free-lancing and entrepreneurship.

• Connect program participants to opportunities for further education/training, internships, and work opportunities as appropriate under Lebanese law.
Women on Boards

**Awareness Campaign**
was launched on March 8, 2019 on the Women on Boards initiative.

**Pilot Gender Diagnostic**

**Corporate Women Directors Certification**
(CWD) program launched for LLWB members in partnership with IFC/ EIGL.

**11 LLWB Members**
enrolled in the CWD program training facilitated by IFC/ Tamayyaz EIGL.

LLWB is partnering with organizations across the private and public sectors as well as with international organizations in the process of lobbying for 30% women on boards by 2025.
Women in the Public Sector

- Report published around the context surrounding women’s employment in the public sector.
- 5 private roundtable discussions held between women in senior level positions in the public and private sectors to discuss barriers related to women’s promotion within both sectors.
- 8 networking events held in Beirut, North Lebanon and Beqaa for the dissemination of knowledge gathered.
- Social media campaign launched for dissemination of knowledge gathered.

The project aims to support women’s employment in and promotion in the public sector and creating dialogue between the public and the private sectors within this process.

The one-year project is funded by the Embassy of the Netherlands.
LLWB partnered with over 20+ organizations in the process of implementing its project activities in Beirut and the Lebanese regions.

LLWB is on the steering committee and the board of directors of the Global Compact Network Lebanon.

LLWB renewed its strategic partnership with BLC Bank, which supported the association’s activities in Beirut, North Lebanon and Beqaa including skills development workshops and networking events.

We deliver what matters
Total funds received: $607,898

Total funds used: $635,386

Income to be used for upcoming period: $27,488
## FUNDS RECEIVED

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
<th>2017</th>
</tr>
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<tbody>
<tr>
<td>Board Contribution</td>
<td>$7,350</td>
<td>$7,200</td>
<td>$6,700</td>
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<tr>
<td>Membership</td>
<td>$19,500</td>
<td>$20,950</td>
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<tr>
<td>Sponsorship/ Fundraising</td>
<td>$575,740</td>
<td>$734,174</td>
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<tr>
<td>Join &amp; Grow</td>
<td>$418</td>
<td>$2,729</td>
<td>$10,188</td>
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<tr>
<td>Workshops</td>
<td>$4,890</td>
<td>$3,230</td>
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<tr>
<td>Exceptional Revenue</td>
<td>-</td>
<td>-</td>
<td>$2,240</td>
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<tr>
<td>Foreign Currency Exchange</td>
<td>-</td>
<td>$121</td>
<td>-</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>$607,898</strong></td>
<td><strong>$768,404</strong></td>
<td><strong>$487,118</strong></td>
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## FUNDS USED

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<tr>
<th></th>
<th>2019</th>
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<th>2017</th>
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<tbody>
<tr>
<td>Cost of Activities</td>
<td>$514,180</td>
<td>$223,948</td>
<td>$245,866</td>
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<tr>
<td>General Expenses</td>
<td>$89,321</td>
<td>$319,915</td>
<td>$180,507</td>
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<tr>
<td>Personnel Expenses</td>
<td>$18,845</td>
<td>$17,416</td>
<td>$16,082</td>
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<tr>
<td>Fees and Taxes</td>
<td>$3,313</td>
<td>$1,859</td>
<td>$1,736</td>
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<tr>
<td>Depreciation &amp; Amortization</td>
<td>$8,659</td>
<td>$5,025</td>
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<tr>
<td>Interest Expense</td>
<td>$843</td>
<td>$1,007</td>
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<tr>
<td>Bank Charges</td>
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<td>$946</td>
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<tr>
<td>Difference of Exchange</td>
<td>$226</td>
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<td>$84</td>
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<td><strong>TOTAL</strong></td>
<td><strong>$635,386</strong></td>
<td><strong>$564,170</strong></td>
<td><strong>$445,211</strong></td>
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## INCOME TO BE USED FOR UPCOMING PERIOD

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<tr>
<th></th>
<th>2019</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>$27,488</strong></td>
<td><strong>$204,234</strong></td>
<td><strong>$39,907</strong></td>
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</table>

## ASSETS

### CURRENT ASSETS

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash &amp; Cash Equivalents</td>
<td>$254,936</td>
<td>$296,731</td>
<td>$117,969</td>
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<tr>
<td>Advances paid to staff</td>
<td>$1,001</td>
<td>$1,200</td>
<td>$1,000</td>
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<tr>
<td>Accounts Receivable</td>
<td>$14,520</td>
<td>$1,655</td>
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<td><strong>Total Current Assets</strong></td>
<td><strong>$270,457</strong></td>
<td><strong>$299,586</strong></td>
<td><strong>$121,551</strong></td>
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### FIXED LONG-TERM ASSETS

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<th>2019</th>
<th>2018</th>
<th>2017</th>
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<tbody>
<tr>
<td>Property, Plant and Equipment</td>
<td>$32,355</td>
<td>$37,018</td>
<td>$9,580</td>
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<tr>
<td><strong>Total Fixed Assets</strong></td>
<td><strong>$32,355</strong></td>
<td><strong>$37,018</strong></td>
<td><strong>$9,580</strong></td>
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### OTHER ASSETS

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<tr>
<td>Prepaid Expenses</td>
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<td>$590</td>
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<td><strong>TOTAL ASSETS</strong></td>
<td><strong>$333,137</strong></td>
<td><strong>$337,194</strong></td>
<td><strong>$131,131</strong></td>
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## LIABILITIES AND OWNERS’ EQUITY

### CURRENT LIABILITIES

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<th>2019</th>
<th>2018</th>
<th>2017</th>
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<tbody>
<tr>
<td>Accounts Payable</td>
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<td>$8,100</td>
<td>$6,424</td>
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<tr>
<td><strong>Total Current Liabilities</strong></td>
<td><strong>$31,684</strong></td>
<td><strong>$8,100</strong></td>
<td><strong>$6,424</strong></td>
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<tr>
<td>Prior Year Net Assets</td>
<td>$328,941</td>
<td>$124,707</td>
<td>$83,816</td>
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<tr>
<td>Current Year Surplus (Deficit)</td>
<td>$27,488</td>
<td>$204,234</td>
<td>$40,891</td>
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<tr>
<td><strong>Total Net Assets</strong></td>
<td><strong>$301,453</strong></td>
<td><strong>$328,941</strong></td>
<td><strong>$124,707</strong></td>
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<tr>
<td><strong>Total Liabilities and Total Net Assets</strong></td>
<td><strong>$333,137</strong></td>
<td><strong>$337,041.00</strong></td>
<td><strong>$131,131</strong></td>
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</tbody>
</table>
Training for women-led SMEs

Mentorship Program for women-led start-ups

Access to Finance Committee

Regional Chapters Committee

STEM Committee

LWAF Pitching Sessions

Techwood

GGIT - Beirut

Girls Day

LWAF Pitching Sessions