

Annual Report

The logo for en.v is a black circle containing the text "en.v" in white lowercase letters. The background of the cover features a large, abstract graphic composed of a blue shape and a light pink shape, resembling a stylized profile of a person's head and neck.

en.v

2015 – 2016

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A few words from our managing director

Dear Friends,

These last two years have been a truly amazing journey. It has not passed, of course, without its ups and downs, but that's what has made it especially useful as a learning experience. Our organization went through some major changes. The first happened when our founder and former managing director of over eight years, Zahed Sultan, took a step back from en.v's day-to-day operations to refocus his efforts on en.v's parent company - El Boutique Creative Group. Thankfully, as our Strategic Advisor, he is still very much a part of our team - providing us with the vision we need when we feel we are fumbling in the dark, and reminding us to never compromise on our standards, no matter how stressful or challenging a situation is.

“Without a doubt the most gratifying aspect of these past two years has been seeing how, behind almost every new creative, bold, and inspiring initiative in the Kuwaiti civil society sector, we can usually find someone who has gone through one of our programs.”

The second key change happened when, almost two years ago, we left our office in Bneid Al Gar. Since then, we have adopted a virtual-office format. We have been leveraging online project management and collaboration software to streamline our organizational efforts and simultaneously reduce operational costs. While we sometimes get nostalgic about our lovely office, we have never regretted our decision: a majority of our team are women with young children, and this new format has enabled us to continue to be dedicated to our work and grow as professionals, while still giving us the flexibility to be there for our families. Working remotely also means that geographical boundaries are no longer a barrier – as our team and network of partners expands internationally, so does our work and our vision.

One of our most pivotal moments this year was the strategic and action-planning exercise we undertook with the support of our partners at IREX. The process did not only help us come up with a strategic action plan that the entire team believes in and is committed to, but it also helped us align our work with what you, our program beneficiaries and partners, think that our role should be as we continue to offer support and capacity-building opportunities to those trying to promote social responsibility and sustainable development in Kuwait and the region.

Without a doubt the most gratifying aspect of these past two years has been seeing how, behind almost every new creative, bold, and inspiring initiative in the Kuwaiti civil society sector (and there have been plenty lately!), we can usually find someone who has gone through one of our programs. It is wonderful to be able to see first-hand the impact that our work is having on the community, and we are eternally grateful for the opportunity to be a part of it.

Elisa Franceschinis
Managing Director

Who we are & our core values

WHO WE ARE

en.v, a division of El Boutique Creative Group, was founded in 2008 to promote social responsibility and sustainability in the Arab world. Today, our programs focus on building capacity and creating strategic networks among local civil society organizations (CSOs), youth initiatives, the private sector, and governmental actors.

What is our vision?

We envision a civically engaged population effectively contributing to positive social change in the Middle East.

What is our mission?

To foster social development and civic engagement by empowering individuals and organizations.

What is our purpose?

To contribute to the development of more aware, responsible, proactive and self-reliant communities in the Middle East, by enabling individuals and organizations to identify and pursue creative and innovative approaches to local and regional challenges.

OUR CORE VALUES

Collaboration and knowledge sharing

We aim to foster a culture of knowledge sharing and collaboration amongst the civic, public, and private sectors.

Accountability

We work to ensure transparency and integrity within the organization and in our relationships with all stakeholders.

Responsiveness

We seek to identify and adapt to challenges, opportunities, and stakeholders' needs in a timely, flexible, and innovative manner.

Teamwork

We strive to function as a high-performing team, maintaining effective communication internally and externally.

Innovation

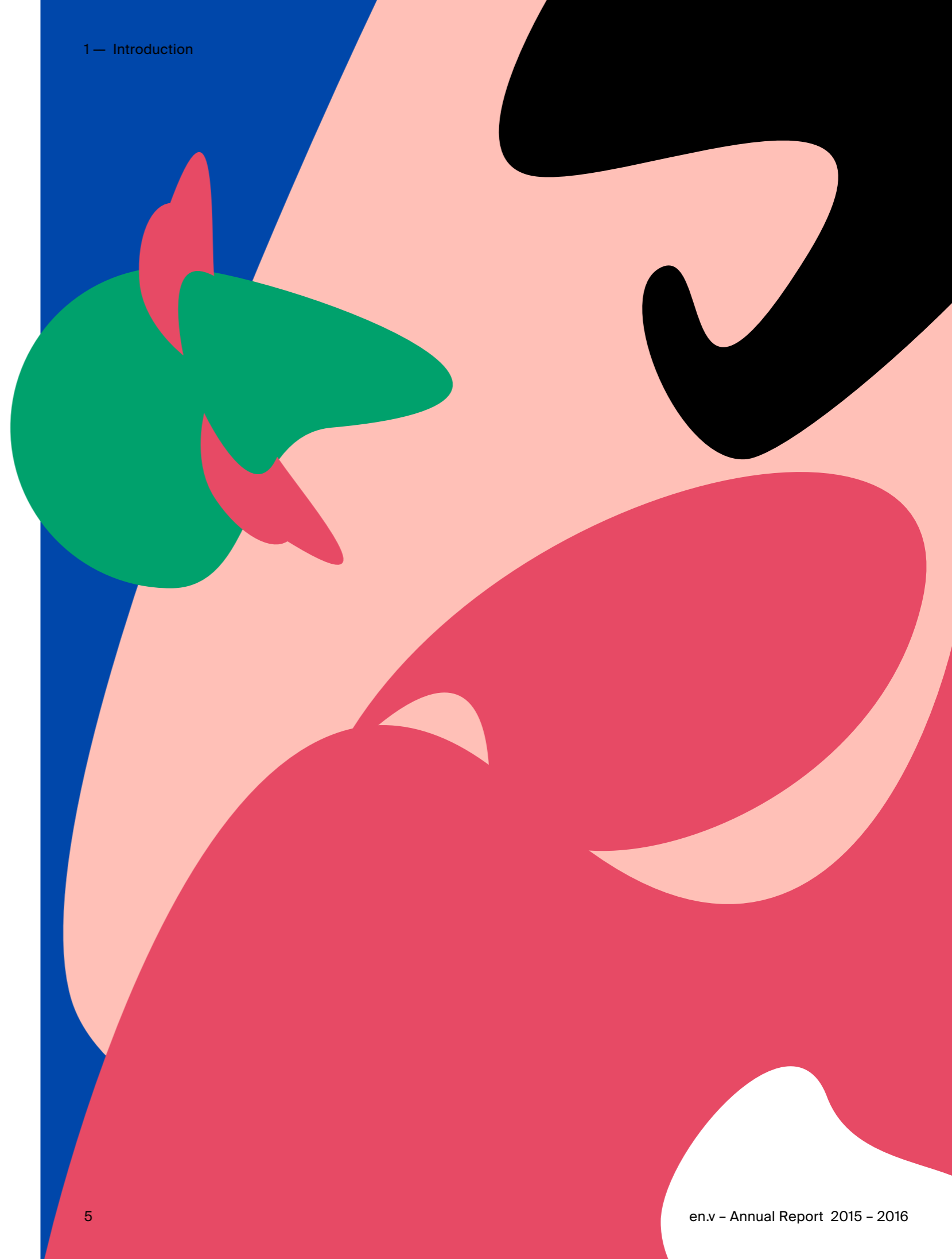
We incubate new ideas and approaches for adoption by partners, with an emphasis on technological applications.

Respect

We are committed to promoting an inclusive society where everyone is treated with dignity and respect.

Environmental stewardship

We believe in being responsible, individually and collectively, for protecting our natural environment through conservation and sustainable practices.



Our programs

Through strategic partnerships with both local and international, private, public, and non-governmental organizations, en.v provides long and short-term programs that educate, empower, and build the capacity of local CSOs and youth through training, public outreach and funding opportunities.

Oct. 2012 – Oct. 2016

STAND

STAND (Support for Training, Advocacy, and Networking for Development) was a regional four-year program developed by international NGO PartnersGlobal in partnership with en.v, and funded by the Middle East Partnership Initiative (MEPI). The program aimed to build

the capacity of emerging CSOs through the provision of training, funding, advocacy and networking opportunities. During STAND I (January 2013- December 2014), a total of 10 organizations were trained and 17 grants awarded.

[Click to learn more >](#)

STAND II

Jan. 2015 – Nov. 2015

This program extension built upon the success of STAND I and trained 6 more CSOs in key areas of civil society development including:

- Leadership Development
- NGO Governance
- Project Management
- Financial Management
- HR Management
- Cooperative Advocacy
- Strategic planning
- Fundraising
- Monitoring and Evaluation
- Grant-Writing
- Coalition-Building
- Conflict Management



Following the training, 3 civil society initiatives received grants to fund their projects:

ABOLISH 153

Abolish 153, an advocacy campaign that aims to eliminate Article 153 of the Kuwait Penal Code (which effectively condones “honor” killings) raised public awareness on this issue and continues to lobby the National Assembly to amend the law. The campaign’s awareness efforts included a public art exhibition held at the Contemporary Art Platform (CAP), a symposium at the American University of Kuwait (AUK) and a concert at the Al Hamra Mall.

PROJECT 189

Project 189, an organization that aims to promote the rights of domestic workers in the Middle East launched the 52px project which consisted of two photography workshops for domestic workers in Kuwait, who then exhibited their work to the public at Masaha 13 over 10 days. The purpose of the project was to facilitate a cooperative, cross-cultural dialogue through photography, as well as to address the widespread issue of domestic workers not being allowed to take their one day off a week stipulated by law.

CERC

Children’s Evaluation and Rehabilitation Centre (CERC) collaborated with two other STAND participants, BirthKuwait and Gabebat, to launch the Kuwait Child Resource Centre online portal (www.kuwaitcrc.org) that serves as a one-stop resource for parents and child health professionals living and working in Kuwait. The coalition also raised awareness for children’s health and development needs by organizing and participating in a variety of educational and outreach events.



STAND participants discussing in small groups during training

STAND Fail Fest

16. Dec. 2015



STAND participants discussing their experience at the STAND Fail Fest

We organized a “Fail Fest” following the end of the grant period to facilitate networking and sharing of ideas among both STAND I and STAND II subgrantees. The event enabled participants to reflect on lessons learned, identify new avenues of collaboration and discuss further development of the civil society sector in Kuwait. Insufficient financial planning and management, the inability to secure participants and volunteers for project activities, and bureaucracy were among the challenges discussed.

STAND III

Jan. 2015 – Oct. 2015

This phase of STAND was a 9-month extension implemented in collaboration with MEPI and Partners-Global. During this extension, 4 of the previous sub-grantees were granted additional funds and support to implement Kuwait-based advocacy campaigns.

DEERA

Deera, a platform that enables users to report public service-related issues revamped their mobile application named after the project (developed in the first phase of STAND), through which governmental entities were engaged in an effort to improve the quality of public services in Kuwait. The team also developed a Memorandum of Understanding (MoU) with the Hawally Governorate, opening the door for Deera to become officially recognized as an entity and potential partner by other governmental bodies.

PROJECT 189

Project 189 partnered with Cinema Politica to host a human rights film festival, "For Our Society", at Shaheed Park followed by a series of discussion panels to promote dialogue around human rights issues in Kuwait, particularly among youth. After participating in Project 189's event, over 80% of the survey respondents agreed that the films influenced their behavior to promote respect and non-discrimination practices and over 68% became interested in being involved in civil society.

ABOLISH 153

Abolish 153 conducted a nation-wide survey of Kuwaitis above the age of 21 to assess the public's attitude towards violence against women. The results were announced in a public news conference, in an effort to generate public awareness and provide the empirical proof needed to obtain legislative support in abolishing laws promoting violence such as Article 153. The team also worked to produce an analysis report and discovered that while 86% of Kuwaitis are unaware that such a law exists, 63% oppose it.

CERC

CERC's Act Early Project was developed in response to an increasing demand by schools for staff and parental training from CERC (through the STAND II KCRC project) on pediatric developmental milestones and delays. The project's main goal was to create a society where children and families receive appropriate and timely healthcare and developmental advice, education, and services so that all children are given the

best chance to reach their potential. Over the course of six months, CERC's specialized therapists trained 114 nursery teachers and administrators, as well as 101 parents, on how to identify issues related to motor skills, speech and language, and social/ behavioral development. A module on child abuse and child protection was also integrated into the workshops with the support of the Kuwait Child Rights Society (KCRS).

Because of the STAND program, an expanding network of CSOs continues to connect people to each other, discuss common concerns, and take direct actions to solve local issues.

STAND shared visions networking workshop

30 Apr. 2016

en.v organized this half-day bilingual workshop under the umbrella of STAND as part of our efforts to promote the creation of action-oriented CSO and cross-sector networks for social development. This event sought to encourage cooperation between CSOs and social ventures both working to make a positive impact on society in Kuwait and interested in connecting and collaborating with their peers.

Over 40 individuals representing 26 different organizations from both the civic and private sectors working in a variety of areas of social development participated in the event, including Kuwait Human Rights Society, AMIDEAST, LOYAC, Business and Professional Women, Al Sadu Society, Mefazec among others, as well as almost all of the participants from STAND's various editions.



AUK students raising questions to the speakers during the Civil Society & You(th) panel

STAND discussion panels: civil society & you(th)

Oct. 2016

Since the program was coming to an end after four years, we decided to go out with a bang! We launched an educational campaign entitled "Civil Society & You(th)" which consisted of a social media campaign and a series of three panel discussions which took place at AUK, Gulf University for Science and Technology (GUST), and Kuwait University (KU), with the aim of promoting youth involvement in local civil society. STAND participants and university faculty were engaged as

the panel speakers and moderators. 180 youth participated in the discussions addressing topics such as how to start your own social initiative, non-profits as drivers for just and sustainable development, and finding paid employment and professional growth in the non-profit sector. A survey was also distributed to participants and online to gather insights on youth's understanding and view of the sector.

*“Taking part in the **STAND** Program was a key turning point for our organization. We started to strategically network and cooperate with other CSOs, and went from being relatively unknown to well recognized and established among the community. The trainings also helped our team members build their skills in project management, grant writing, sustainability and transparency among other things, and set the groundwork for us to clearly identify the objectives for our organization and acquire the tools needed to get there.”*

Ekaterina Porras Sivolobova Founder & Director, Project 189

Testimonials

*“**STAND** was a great help in giving us the tools and the arena to step back and reflect on where we were as an organization and recalibrate our mission, vision and values. Most importantly, **STAND** strengthened and continues to help us build our community network and partnerships in ways which give us a greater voice to create meaningful change.”*

Eleanor Burton, STAND participant and CSR Manager at FSRI / CERC

*“**STAND** took me from being an energetic child with a lot of ideas to a calm and collected adult who puts those ideas on paper and executes them.”*

Faisal Al Fuhaid, STAND participant and the founder of Equait / Cross-Cultural Diwaniya

*“**STAND** was a very rewarding experience for me as an NGO professional – it expanded my skills and knowledge of the sector, helped me build my network and understand the current situation and challenges for CSOs in Kuwait.”*

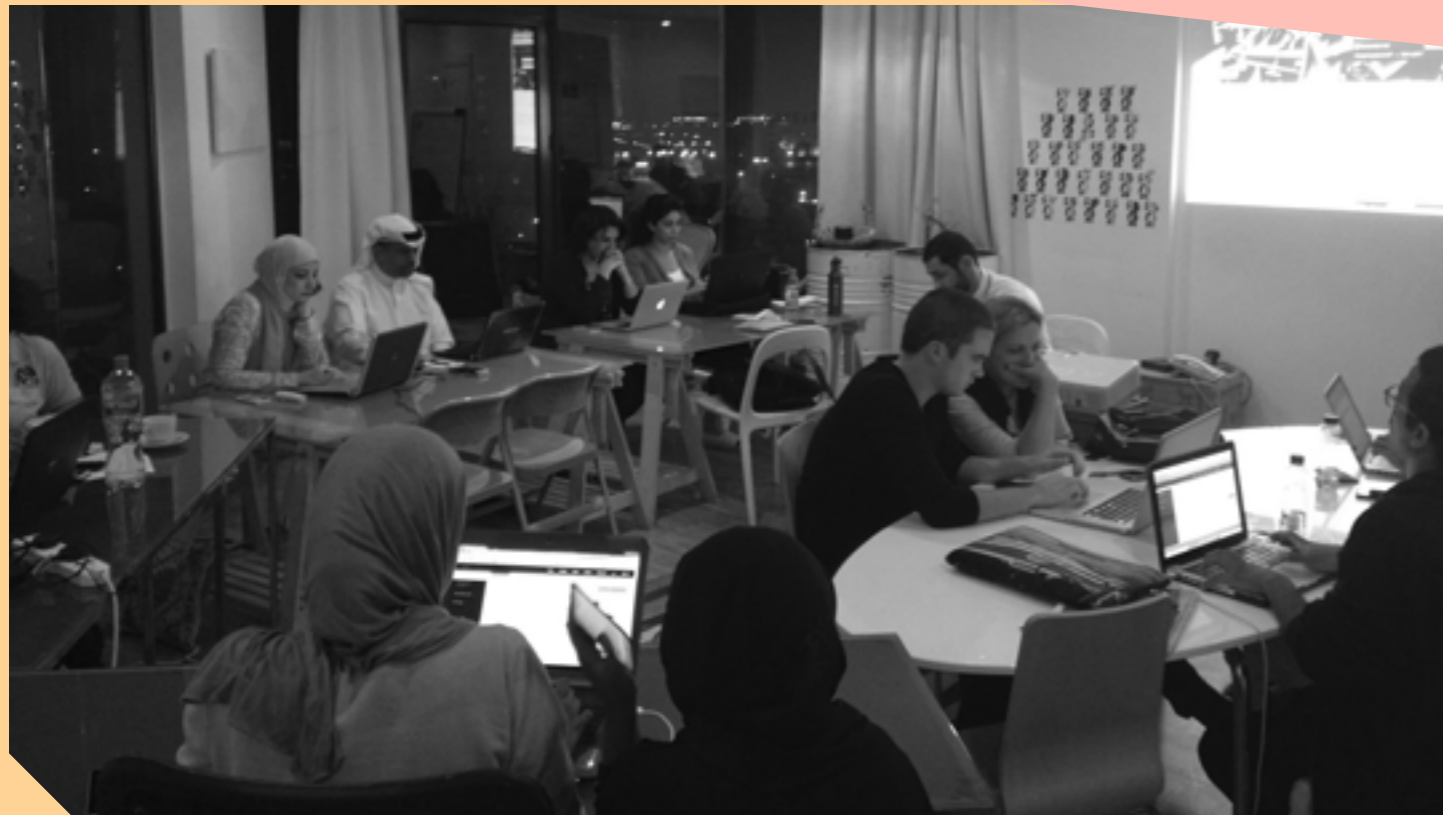
Lina Al Qaddoumi, STAND Trainer and former Fundraising Director at INJAZ-Kuwait

Jawa

Jan. 2015 - Dec. 2016

en.v partnered with MEPI once again to develop the Jawa online platform and mobile application. Jawa's objective is to promote collaboration and community involvement by helping social initiatives to connect with one another and the general public. By bringing everyone together under one platform, Jawa's aim was to make it easier for social initiatives to find the support they needed to make a greater impact on their community, and for people to contribute to the causes they felt passionate about. Soon after the launch of Jawa's beta version, en.v identified the need to simplify the app's interface, and has since developed a framework for a streamlined version of the app while actively looking for partners for the next phase of development.

Within a few months of its launch, the App reached over 1,301 downloads, with 300+ active users and 27 registered civil society initiatives. Over the course of six months, 65 listings posted received a total of 9656 hits and 24 apply requests.



CSO representatives testing the Jawa web application

Al Yaal

Apr. 2015 - Jun. 2016

Al Yaal is a sustained marine conservation initiative developed by en.v in partnership with the Kuwait Society for the Protection of Animals and Their Habitats (K'S PATH). The multi-pronged initiative sought to mobilize all factions of society to protect Kuwait's rich marine ecosystem. After concluding its educational campaign and beach clean-ups with local schools and volunteer groups in 2014, Al Yaal partnered with The Dow Marine Conservation Program (DMCP) in 2015 to create the "Al Yaal Agents of Change Challenge". The challenge was an inter-school research and creativity-driven environmental competition; the first one of its kind in Kuwait to invite educational institutions to steward environmental awareness by identifying

and studying local environmental issues related to marine conservation, proposing solutions to address the issue, and mobilizing the wider public to take action. We concluded it with an exhibition and competition at the Scientific Center of Kuwait on 23 - 24 April 2015, during the Al Yaal Earth Day celebration. 5 teams were selected to present their visual case studies to a panel of judges comprising leading environmental experts, artists and activists. Over 300 members of the public voted for their favorite project over the course of the 2 days, and the winners were selected based on a combination of public votes and judges' scores.

"Engaging and informative, a wonderful first step to organize educators and conservation in Kuwait."

Workshop participant



Co-facilitator Aimee Cleary explaining a group exercise to participants

Also in 2015, the DMCP hosted a workshop for local high school teachers and university professors on April 30 titled "Al Yaal Youth Engagement and Conservation Workshop" that was designed specifically to equip local educators with scientific data and practical skills to enable them to engage their students in the classroom and support the development of environmental projects that promote marine conservation in the country.

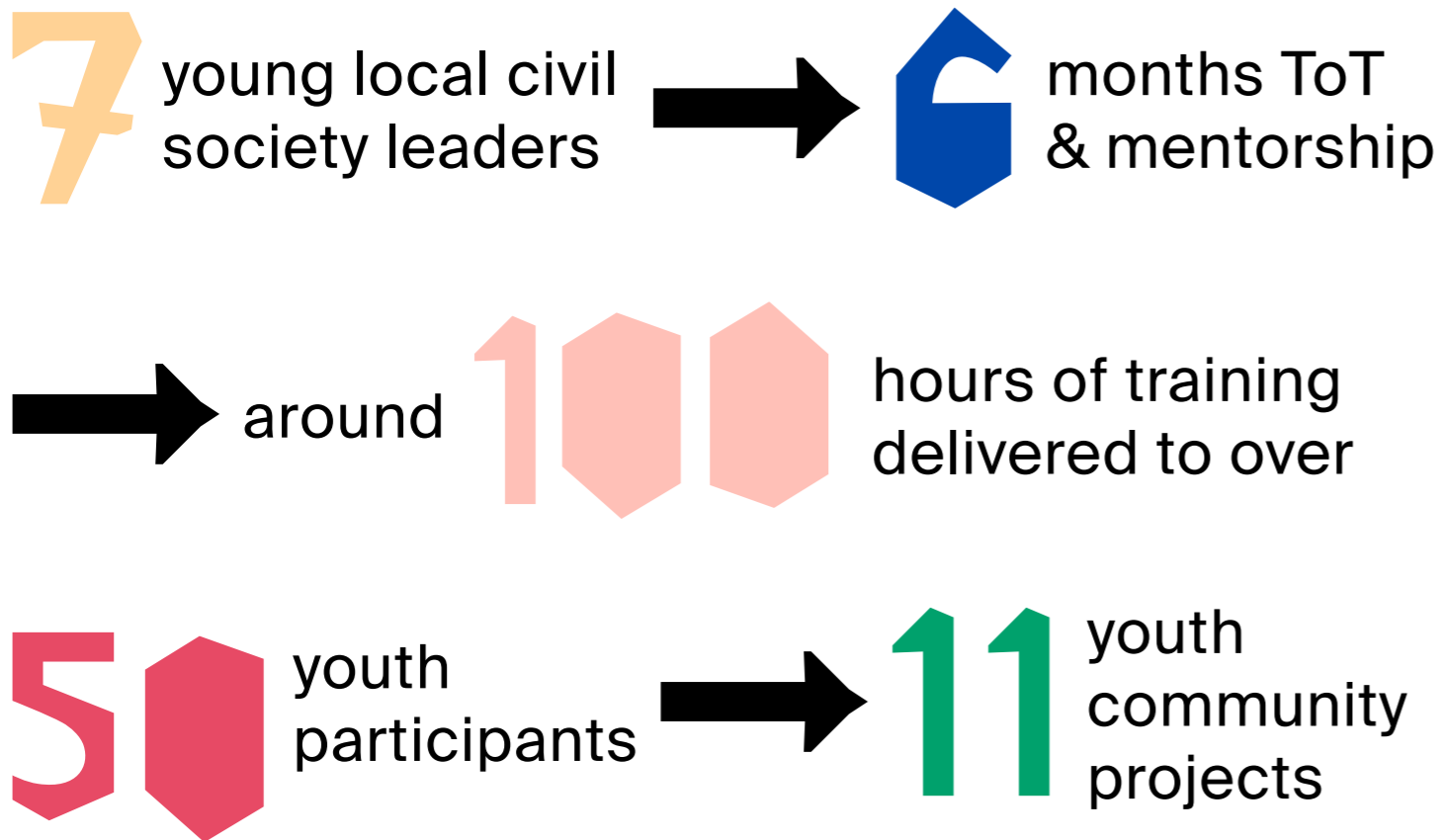
A total of 20 educators from 12 institutions attended the workshop, which included presentations by a number of leading local environmental experts and activists, including Dr. Manaf Behbahani, Professor of Biology and Ecology at Kuwait University, former Supervisor of Meteorology at the Civil Aviation Department Eissa Ramadan, Dr. Sarah Al Ateeqi from the Public Authority for Agriculture Affairs and Fish Resources, and Sheikha Fatima Al Sabah from K'S PATH.

n-mu

Jun. 2015 - Jun. 2016

At en.v, we believe that Kuwait's youth, whether citizens or expatriates, are the untapped demographic resource that will prove key to Kuwait's future prosperity. For this reason, en.v collaborated with the Eurasia Foundation and the International Research and Exchange Board (IREX) to develop the n-mu (the English pronunciation of the Arabic word which means "I grow") program to promote constructive youth engagement in Kuwait, funded under IREX and MEPI's Regional Assistance Program. n-mu aims to promote active citizenship through critical reflection, dialogue, and action – equipping youth with the skills and resources needed to make a positive impact in their communities through a combination of training and

funding. The training curricula was developed by the Eurasia Foundation and its team of experts, and localized following a survey, a number of focus groups, and a one week Training of Trainers (ToT) held in Kuwait with local civil society youth leaders. The ToT participants then delivered the final training to local youth over three rounds, which included the following modules: Active Citizenship, Critical Thinking, Advocacy and Media Literacy. Following each round of training, participants received small grants to implement group community projects over a period of 6 weeks, allowing them to put their newly acquired skills into action under the guidance of their trainers and mentors.



n-mu project highlights

The following is a selection of successful projects created through the course of the program:

GREENBAG - a team of 4 youth that raised awareness about better waste management and recycling in Kuwait by targeting the excessive use of plastic bags in Co-ops and encouraging the use of reusable bags. In addition to promoting their cause through TV interviews, the team distributed 2,000 biodegradable fabric bags to shoppers at 5 co-ops across Kuwait where their educational video was also played on television screens.

PLURALISM - a team of 4 youth that promoted an inclusive and united society in which respect among its members is mutual. They focused their efforts on an online campaign to raise awareness about pluralism in Kuwait. The group also conducted a survey amongst 720 Kuwaiti and non-Kuwaiti residents and found that 6 out of every 10 individuals do not believe that expatriates should have the right to express their opinions, among other findings.

SUSTAINABLE YOUTH - a team of 3 youth that aimed to raise awareness about the link between mental and physical health. They first created a campaign video to convey the message that age is not an obstacle to living a healthy life. The team's main event was a 5 km run held in the month of February 2015. Over 110 participants raced all the way from the Scientific Center to Marina Hotel and back. Unlike a traditional marathon, Sustainable Youth's event was team-oriented, aiming to promote community-building.

LEGALIZE KUWAIT - the initial Legalize Kuwait team consisted of 3 youth that were determined to raise awareness and campaign for the legalization of home businesses in Kuwait. Home businesses, states a team member, "provide end owner financial independence, [and] ease of entry to the market with low risks." First, as part of their research and feasibility study, they interviewed 12 business leaders and government officials. Soon after, they designed and launched their campaign under the n-mu program with a video, a petition, and a website. In a matter of just two weeks, the team was able to collect over 200 signatures to their petition. Additionally, over 1,150 people were engaged on the campaign's Instagram.

Today, the team continues to work towards their goal. Their n-mu mentor, Ahmad Al Gharabally, a new member, Lubna Abbas, and supporter Fares Al Enezi (Head of Small and Medium Enterprises Department in Manpower and Government Restructuring Program) are working with the team to push the cause ahead. The team was recently interviewed by the local O-FM and Al-Qabas newspaper.



Legalize Kuwait's interview with O-FM

BOKASHE - a team of 4 youth that worked to provide people in Kuwait with an open space where they can meet, socialize, and learn while engaging in different types of community-building activities. Their motivation derives from the concept of permaculture, which attempts to simulate how different elements in nature work together to create a sustainable ecosystem. Organized in collaboration with a number of small local businesses, the team's event included activities such as yoga, holistic cooking (by @holistic.curekw), DIY arts and crafts, coffee brewing (by @caffeinakuwait), and an "Eggology" cooking class by the team's mentor and chef, Mariam Al Nusif. The event attracted over 100 participants and visitors.

YOUTH HAVE TALENTS - the group of 4 youth paired local organizations with talented youth for employment opportunities. The team conducted a survey among 125 young people on the main issues effecting Kuwaiti youth. The results of the survey demonstrated that youth in the country are concerned about two main issues: (1) under societal pressure, young people shy away from openly pursuing their passion and developing their talents, (2) the overall absence of adequate part-time employment opportunities means that university students are limited in their ability to experiment with different industries and sectors before graduating. Out of more than 40 applications to the team's talent show, the team picked 15 finalists to showcase their talents in front of a panel of judges who in turn offered 8 part-time positions in their companies. The majority of participants were employed in one or more of the available organizations.



n-mu mentors receiving additional training during Lessons Learned workshop

n-mu lessons learned workshop

19 - 21 Apr. 2016

By April 2016, en.v and the program partners hosted a "Lessons Learned" workshop that focused on collecting experiences and feedback from both the participants and the trainers to improve the implementation of future programs. Moreover, building on the initial ToT workshop held in 2015,

the mentors received additional tailored training from international consultants Deborah Bicknell and Omar Abdel Samad. The Kuwaiti and international trainers also worked together to localize and enhance the curriculum of the program for the future.

Other initiatives

In addition to year-long programs, en.v organizes short-term capacity building projects that aim to promote social responsibility in the long-term.

Creating shared value workshop

25 - 26 Mar. 2016

In collaboration with the Embassy of the Kingdom of the Netherlands in Kuwait, en.v organized a two-day workshop aimed at educating Corporate Social Responsibility (CSR) managers of leading local and regional companies such as the National Bank of Kuwait, ARAMEX, Agility, Mabanee, GUST and ACK on international best practices in the field. The workshop also invited emerging social ventures to engage these companies and create shared value by developing collaborative projects that address social and environmental

concerns in Kuwait. 28 participants, representing 20 organizations attended the interactive workshop, facilitated by sustainability professionals from Agility and KPMG. Weeks after the workshop, almost all participating CSR representatives and social ventures mentioned that they had been in contact and met with at least one of the other participants to discuss potential collaboration, and at least 9 partnerships were already in the works.

100% of participants increased their understanding of CSR, community engagement and sustainability strategies following the workshop

"It [the workshop] was one of its kind, very helpful and based on live examples. The speakers were very interactive, well prepared and personally, my knowledge in CSR around the world has increased. Very well organized, in all dimensions." Workshop participant

CSO transparency & accountability workshop

29 – 30 May 2016

In order to enhance the credibility of the non-profit sector amongst the general public, as well as to increase its recognition as an effective partner by public and private stakeholders, en.v and the Konrad-Adenauer-Stiftung developed a two-day workshop that provided local non-profits with the knowledge and tools to increase transparency and accoun-

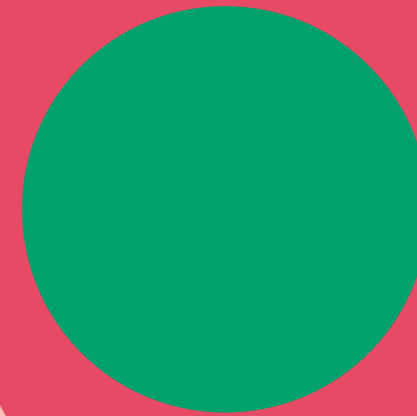
tability within their own organizations, as well as the sector as a whole. 14 local civil society organizations took part in the event. Together, they agreed on five essential themes for a Code of Conduct, which can now be downloaded on en.v's website and adapted and adopted by different organizations across the sector.

[Download CoC template >](#)

1. Misconduct, harassment & whistleblower protection
2. Transparency & accountability
3. Equal opportunity
4. Sustainability
5. Confidentiality



Workshop participants identifying key areas to consider in a code of conduct



Program achievements

Grants received	\$681,804
Grants disbursed	\$340,000
People engaged through Facebook	336,912
General public engaged	5,600+
Students educated	3,400+
Volunteers engaged	800+
Facebook posts	642
Instagram posts	566
Individuals engaged in focus groups and surveys	386
Hours of training given	336
Times tweeted	242
Workshop participants	158
Reports created	94
NGOs & social ventures trained	47
Youth trained	43
Workshops conducted	30
Community engagement & advocacy projects funded	18
Educational institutions engaged	16
Private sector companies trained	11
Trainers trained	9
Educational videos and manuals produced	8
Countries program partners belong to	5
Corporate partners engaged	4
Panel discussions held	3
Apps developed	1

Our year(s) financially

\$ 5,444,455.00

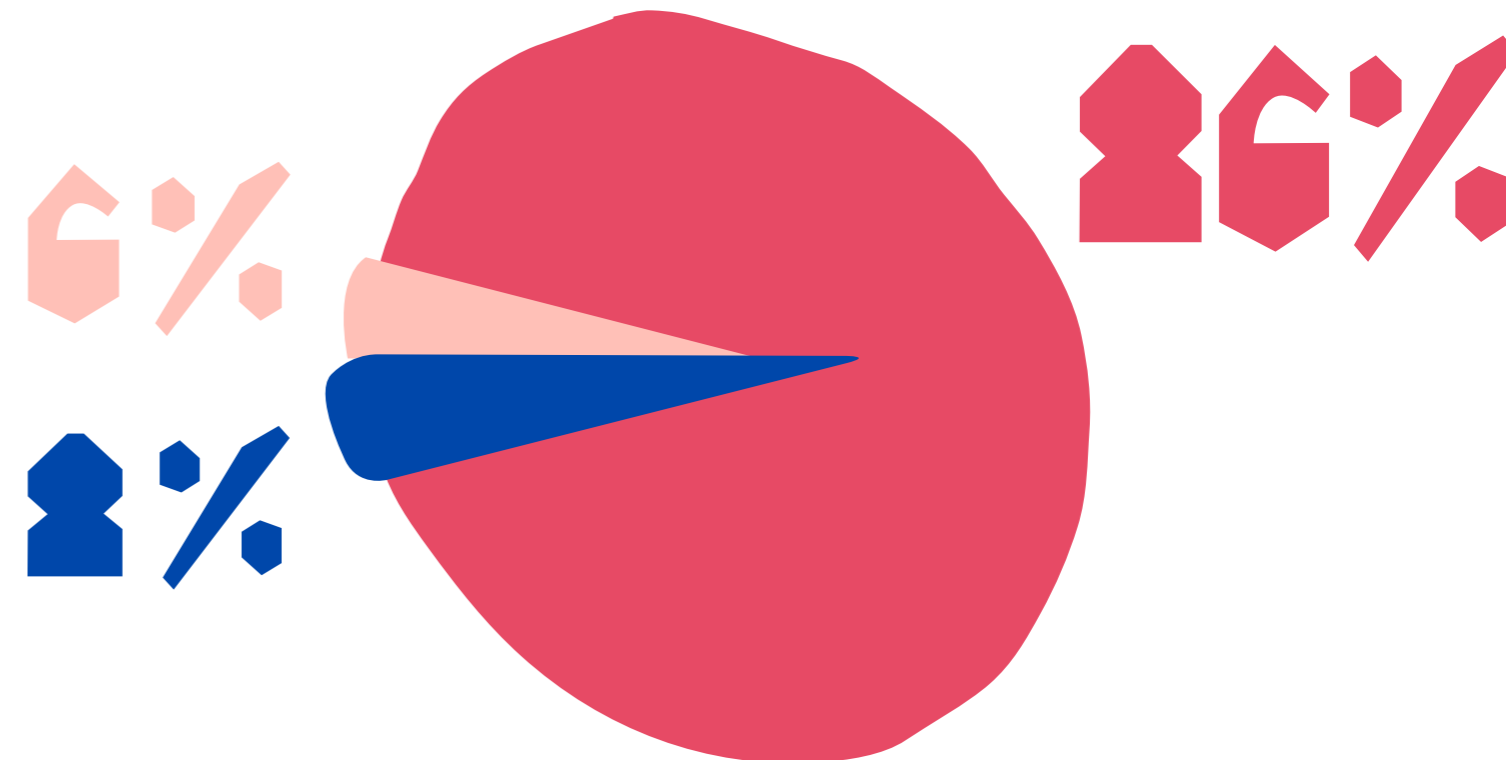
Capacity Building

\$ 3,768,131.00

Education

\$ 1,676,323.89

Environment



We would like to say a big *THANK YOU* to our program partners for helping us achieve tangible impact!

Thank you

Thank you

Thank you

Thank you

Thank you

PartnersGlobal

Your support for the STAND program has enabled the participating organizations to maximize their reach through effective engagement with the nonprofit, public and educational sectors. Additionally, 75% of program participants increased their advocacy and organizational capacity thanks to the training received.

Eurasia Foundation and the International Research and Exchanges Board (IREX)

You have played a key role in furthering the cause of youth empowerment in Kuwait. All of the n-mu program participants increased their self-confidence along with their team-working, interpersonal and financial management skills, and most notably, now feel that they can play a role in promoting positive change in their communities.

Embassy of the Kingdom of the Netherlands

You not only helped address a critical need in Kuwait for cross-sectoral collaborations, but also educated CSR managers on the pressing need to align their businesses with their CSR goals.

Konrad-Adenauer-Stiftung

You helped pave the way for a more cohesive non-profit sector in Kuwait by enabling the creation of the very first Code of Conduct template for the sector.

Dow Chemical Company

Our efforts to raise awareness for marine conservation in the country would not have been possible without your support. Dow's Marine Conservation Program not only cleaned close to 18 tons of waste from Kuwait's shorelines, but also helped develop a culture around preserving Kuwait's marine wildlife.

Middle East Partnership Initiative

Your steadfast commitment to empowering local civil society has contributed to the creation of the vibrant and rising sector we see today.

< LEARN

We are also privileged to count on an extensive network of collaborators and champions both locally and internationally, who constantly help us learn, grow and increase the impact of our work. We would like to give special thanks to Sadu House, the Center for Gulf Studies at AUK, the Women's Studies and Research Center at Kuwait University, the Global Studies Center at GUST, the Scientific Center of Kuwait, Boxhill College, and ARTronauts, for their continued friendship and support.

SUPPORT >

GROW ^

The logo consists of the lowercase text "en.v" in a white, sans-serif font, centered within a solid black circle. The background of the entire page is a gradient of pink and red, with large, abstract, organic shapes in shades of blue, pink, and red.

Design Concept: Tobias Faisst
Illustration: Tobias Faisst | Martin Schumann

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