

# Our Shining Stars



**“We continue to provide unique programs that are designed to bring optimism and happiness.”**

## **Introduction**

PACES has come a long way since its founding seven years ago, and remains committed to reaching out to Palestinian girls and boys in refugee camps and in the most marginalized communities. We continue to provide unique programs that are designed to bring optimism and happiness. Our work, and the positive change that it brings about, would not have been possible without the generous support of all our donors, and the dedication and commitment of our staff.

Starting with but a very small program in 2006, PACES began its work in Jerusalem, Ramallah, and Bethlehem. However, within two years we expanded to reach most of the West Bank and Gaza too. As our reputation for good work grew so did our donor-base, thus allowing us to reach children in the refugee camps of Jordan and Lebanon. Though delighted by the growth we were experiencing, we were never seduced by numbers, and remained clearly focused on learning from our mistakes thus committed to improving our programs.

Our work, is about children playing sports in happy and secure sanctuaries, but not exclusively so; we continue to develop and enhance the social and civic components of our work. From health and hygiene, to insisting on parental involvement, to education and community work, PACES stands unique in its work and impact.

Though thousands of children are always the main beneficiaries of our work, they are not the only ones. We continue to create much-needed jobs for hundreds of coaches all the while building their capacity and expanding their knowledge. The salaries that we pay continue to have positive impact on communities suffering from dire economic conditions and high unemployment rates.

As we look further ahead, we are optimistic that PACES will not be deterred from its message of positive impact and that it will never cease to develop, improve, and enhance its work to include more ways through which it will be able to serve its many beneficiaries.

In closing, all of us at PACES are grateful to all those individuals and institutions whose generosity and confidence allow us to maintain our much-needed work.

Hani Qattan  
Founder and Chairman

**Mohammad Odeh**

**My father died when I was in the fifth grade. I was the oldest of all my siblings and we had no one to provide for us, so I left school and found work selling coffee.**



When things got a little better, I tried going back to school. However, by then I had missed out on so much education that I could barely read or write and the school would not accept me back. I was so behind everyone else that there was no way I could catch up.

There was little to celebrate back then, but there had always been football. My friends and I would meet up every afternoon and play. Friday was my only day off from work and I looked forward to it all week knowing that I could spend all day just playing football.

It was my passion and it brought me great joy and it was through football that I started picking up the pieces of my life.

I joined PACES at 15 and was immediately taken under the wing of one of the coaches. He told me I was one of the most talented players in the program and started helping me plan for a future in football. It was his confidence in me and the positive environment at PACES that gave me back a sense of security. I stopped feeling so lonely, insecure, and afraid all the time, I felt like I had found a strong support system and a team of people who cared about me.

I am 17 now and my dreams have leapt far beyond the hopes of my 10 year old self. Now I aspire to play for Al Wehdat foot ball club as goalkeeper.

I also have plans to go back to school and educate myself. PACES is helping me with this as well. Suddenly my future looks bright and I am excited to live it.

A short film recently produced by PACES tells the story of Mohammed.  
<http://vimeo.com/74105518>



**“These children  
are the future and,  
with this kind of  
support, we can  
offer them one that  
is much brighter.”**

~ Adel Al Farran

**Adel Al Farran - Coach Askar Camp, Nablus**

**I became a coach out of a love for football and a desire to share that love with others, so in 2001 I began working with the junior football team at the youth centre in Askar Refugee Camp.**



I had played football at club level myself and had a true understanding of the game and what it takes to become a very good player. What I didn't have, however, was a real understanding of how to teach; how to be the kind of coach who turns children into smart players who are able to use their talents .

In 2008, I joined PACES and became a part of the coaches' training program. It was that, and the following five years with PACES, that really showed me what coaching was all about.

Our training sessions were game changers. They were specifically aimed at supporting coaches who coached children and who brought an entirely new dimension to what we could bring to our coaching. Almost immediately we could see how the changes we were implementing in our work were being reflected in our young players.

I attended a particularly influential training session in 2009. PACES had invited certified trainers from the Royal Dutch Football Association (KNVB) to run workshops and the impact was astounding. It made me realize that I had reached a new level with my approach to coaching. I had become a coach who could do his work using acknowledged scientific principles and best practice strategies.

My career path was suddenly opening up and I began attending more international courses and earning high level training certificates, all the while finding new, more effective ways to transfer my knowledge and passion for the game to my teams.

Working with young players, as any other age group, requires an understanding of the physical and psychological needs of the players. We must provide our players with not only the kind of support that builds their football skills, but also their understanding of health issues.

Implementing this kind of system resulted in huge positive change in our players and we realized how much this development was influencing other areas of their lives. It is a source of great pride to me that many of our players have made it all the way to the Palestinian national team.

I would like to thank PACES for recognizing that the need for developing junior football. These children are the future and, with this kind of support, we can offer them one that is much brighter.



**“I feel wonderful and I  
have made a lot of friends  
that I love.”**

~ Arwa Loai Almasri

**Karim Halabi**

**I can only hope that I have been of help, and someday I will have the opportunity of working with PACES again.**



My first impression of the boys I worked with at PACES is unforgettable.. They were about seven and eight years old and living in Jabal Al Nasr, Amman. They were remarkably friendly and happy.

I had volunteered with PACES after hearing of its mission from my father. After meeting with the Jordan country manager and learning about the organization, I was put to work. But working with the boys and the coaches didn't feel like work at all and I began looking forward to each Saturday, eagerly anticipating the practices with my new young friends.

Over time I developed strong relationships with the people I was working with. I couldn't help but notice how rapidly the boys improved in the program. In fact, noticeable differences could be seen in the boys' behavior and demeanor after just a few sessions.

In addition to working with the boys, I was given the opportunity to help organize events such as our end of program "Fun Day" which turned out to be a great experience for me. This included finding a suitable venue and planning an entire day out with transportation, food and beverages, and post-event cleaning and packing up. We even prepared activities and tournaments that took place throughout the day with medals for the winning teams! This aspect of my work really helped me to develop my organizational and time management skills and I learned a lot about the logistical side of planning a successful event.

That day was an experience I greatly enjoyed and benefitted from. Actually, that is true of my whole experience with PACES. As much as I have given, I feel I have received.

I know I have achieved something special through my work with PACES and that I have provided a service to my community. I can only hope that I have been of help, and I that someday I will have the opportunity of working with PACES again.



**“I feel stronger  
when I am  
playing...”**

~ Mohammad Ibrahim

**Mohammed Al-Sabbah - Sports Program Development Manager - PACES**

**When I was young we played in the streets. It was dangerous and it was dirty, but it was all we had.**



Our coaches had no training and, although they did their best, could not empower us to develop in the ways that we needed. As younger boys we didn't even get much attention as the coaches tended to focus on the older teams.

Yes, my skills, talents and hard work took me far. Years later, while playing for the national team, my coach scolded me saying "had you learnt to use both your feet during your childhood, you would have today been one of the best players I have seen in my life." That feeling of missed opportunity has never truly left me.

By the time I found out about PACES, I was the coach of the Palestinian national football team and Director of Sports Activities at the Ministry of Education. I thought that I could add value to the PACES programs by offering my expertise and sharing my network.

I started by attending a training session where I met the children and their parents. I was genuinely impressed by how organized everything was; there were plenty of balls for everyone to practice with and all the children had on new sports uniforms. Everyone was smiling and laughing and having a great time.

As the PACES sports coordinator walked me through the program, I was reminded of my childhood and the passion I had for football. Like many of these children, my parents simply didn't have the money to buy me sportswear or equipment to play with. Or even to sign me up at a youth center so that I could play in safety.

I felt that I had an obligation, as well as the opportunity, to introduce such a program to schools in my hometown, Tulkarem.

PACES continued to grow and I continued my relationship with the organization. Eventually I became the Regional Manager for Sports Development and decided to devote all my time to PACES. I applied for early retirement from the Ministry of Education and stepped down as the coach of the national team.

I did this because I know how much these programs benefit children, coaches and communities that are in dire need of such development. In the end, the children are healthier, disciplined, and better equipped to be future ambassadors and strong pillars of society. This is clear from the many success stories we hear from the children themselves, their parents and coaches.

I will always be proud to work at PACES.

**Aya Al Khateeb**

**My name is Ayah Al Khateeb and playing football has been my dream since I was 10 years old. If it were not for PACES, it might have remained a dream.**



In 2006, I found out about PACES and how easy it was to become a part of the program. It cost me nothing but, over time, I began to realize it was giving me more than I could have ever imagined.

The PACES training program took my passion and helped me turn it into strong football skills, leadership abilities and an in-depth understanding of the game. It didn't take long for me to become one of the best players in my program.

In 2008 I was chosen to participate in an international football tournament in Norway. I couldn't believe that I was being given an opportunity such as this. I will never forget how it felt; travelling to a new country and exploring its culture. My teammates and I shared an experience that we will never forget, and one that we never thought we would have.

A few years later I was presented with the opportunity to give to other children what had been given to me, and I joined the PACES coaching team.

Since then, more career opportunities have come my way and I eventually moved to Lebanon to join the Star Academy for Sports (SAS) Futbol team; a team that currently holds second place in the national league and we are aiming for first!

I am also enrolled in the SAS coach supervisor program and am working on furthering my career in football.

For me, football is a true pleasure and my greatest passion. PACES empowered and allowed me to make a life for myself by following my dreams.

I look forward to achieving more and more of my dreams and being able to go back to my country having made my family proud.

A big thank you to PACES!

**“My career path  
was suddenly  
opening up and I  
began attending  
more international  
courses...”**

~ Adel Al Farran



**Mohamed Ibrahim –Tubas – North Area, Palestine**

**I was 10 when my family and I moved from Jordan to Palestine. I was devastated to leave my home and really struggled in my new school.**



I missed being in Jordan, I missed my friends and was very lonely in my new environment.

My father understood what I was going through and did his best to help me. However nothing really worked until he signed me up at PACES.

Everyone at PACES was really friendly and helpful, especially the coaches. Although I was shy in the beginning, I now have friends and I wake up excited and happy on the days that I have training.

The best day I have had so far was the day we received our uniforms! It's a great feeling to be part of a team. We celebrate together and play together and have fun together. The day I scored my first goal everybody cheered me on and showed how proud they were of me. My dad was watching me play that day and we celebrated my achievement with the family when we went home.

At PACES it doesn't matter if you're not the best. As long as you work hard and are a good team member and support others, you are doing your part. I like that about PACES. It's about belonging to a team.

I feel that PACES has really helped my confidence. I feel stronger when I am playing but I have also started to feel less shy at my school and at home. I love being able to play with my team and I am grateful that my dad signed me up for the program.



**“For me, football  
is a true pleasure  
and my greatest  
passion.”**

~ Aya Al Khateeb



Arwa Loai Al Masri - Beit Lahia Club, Gaza

**When I was born, the doctors told my parents there was something wrong with my heart and that I needed surgery immediately.**



By the time I was 10 I had had my second surgery. The doctors said that if I wanted to have a long and healthy life, I needed to always think about my heart and how to keep it healthy and strong. If I didn't, my heart wouldn't be able to keep up with my growth.

The doctors suggested participating in sports and staying active. But this was easier said than done. My family couldn't afford to pay the fees that the sports centers in Beit Lahia charged. My mom was starting to despair and we were all starting to lose hope. Then a neighbor's children told me about a program they were involved in. It was free and focused on providing the children of Beit Lahia with football training. It turned out the program they talked about was provided by PACES.

I decided to go see for myself and know on the spot that this was what I had been looking for. My mother spoke to the coaches and explained to them about my heart and I was immediately enrolled. The coaches have been great at helping me and making sure that I am training in a way that is safe for me, and my heart. They meet regularly with my family to make sure that everything is going well and they are always supporting me and helping me to be as good as I can be.

From the beginning I felt like my stamina and fitness were improving. I can feel how much stronger I am now than when I first started. My coaches say that I'm developing very quickly and I've never felt better.

Even my doctors don't seem so worried about me anymore.

PACES is great and I really enjoy being part of it. I feel wonderful and I've made a lot of friends who I love. A lot of the time, I don't even remember that there is anything wrong with my heart.

**“PACES works on  
nurturing the children  
of a community with the  
community...”**

~ Kassem Al Safadi



**Bara' Abu Serris**

## **My name is Bara' Abu Serris, and I grew up in the cramped alleyways of Faraa' refugee camp.**



As a child, I never imagined the day would come when I would leave the cramped alleyways of the camp and play on a basketball court in Austria, or that I would play in the United World Games representing Palestine. But I did, and it was like a dream.

This dream began in the back alleys of the camp. I loved basketball but didn't have the opportunity or the facilities to practice. I never thought that I could become a good player.

In 2011, I enrolled in the PACES Sports Program. My skills developed, as did my love for the game. My coach quickly became my role model and helped nurture my passion, allowing it to grow. When I was chosen to participate in the basketball tournament at the United World Games in Austria, I was thrilled and apprehensive; my dreams had never dared to venture beyond the high and rigid walls of the camp.

My family, my coach and club were overjoyed and, if it were not for their support, I don't think I would have been able to overcome my fears and anxieties.

The experience was beyond exciting; full of events and happy memories. I felt blessed to be a part of the team and felt secure amongst PACES coaches and mentors. We were like one big family.

While in Austria, I became friends with players from different teams, both Palestinian and foreign. One of my lasting memories is of a Spanish player as he proudly held up the Palestinian Kuffiyeh. We remain friends to this day.

I was the first child from our camp to travel with PACES. When I tell my story to my friends, I see joy in their eyes, and the hope to live a similar experience one day.

I wish more children had access to such opportunities. I have now moved on to play for another team in Tubas, and look forward to playing at a professional level, maybe even the national team of Palestine.

I am grateful to PACES for steering me in this direction. As they continue with this program they will be serving the underprivileged children of Palestine. These children have only free time with little meaningful or productive activities to keep them on the right track. Programs like PACES keep them away from harm and give them the opportunity to grow as people and as athletes.

Thank you PACES for giving us these opportunities.

**“Teamwork teaches  
sportsmanship and  
respect...”**

~ Iman Nofal



Iman Nofal - Football Coach

**It was through my work with PACES that I began to realize the behavioral impact that is achievable through sport.**



Teamwork teaches sportsmanship and respect, and nurturing these qualities through children's natural love for sport can result in an immense improvement in their well-being.

My natural love for football led me to pursue a career in physical education. My passion and hard work earned me a Bachelor's Degree in Physical Education and Sports Science from the University of Jordan and I was later awarded an advanced international football certification.

I dreamt of sharing this passion with others and sought to promote football in Jordan. I wanted to work hand in hand with local communities at integrating sport into their lives.

Through my work with PACES I was given the opportunity to learn the latest coaching techniques. PACES provides its coaches with workshops run by qualified professionals and extensive opportunities to network with other coaches. We were encouraged to develop our own skills both on and off the field in order to better serve the children we worked with.

The significant amount of time PACES invests in the training and development of the coaches ensures we have the tools we need to achieve our vision. Tools that allow us to create positive, productive environments that best serve the children we work with.

**Nidal Hassan – Sports Development Supervisor**

## **My career with PACES started on October 1st 2009 when I began coaching the girls' team at Al Istiqlal Football Club.**



At PACES, we aim to provide marginalized Palestinian children with life skills and at the same time promoting sport as a mean to a healthier, more balanced way of life. We try to enhance educational achievements through teaching positive behavior, leadership skills, time management and discipline. We also equip our children with knowledge that will empower them to lead healthy and active lives.

In December 2010, I was chosen to temporarily take on the duties of the Technical Manager whilst he was on educational leave. I worked hard in order to prove myself in this new role and, in December 2011, was promoted to Supervisor.

All the while, the PACES sports programs were growing rapidly and the number of children enrolling was increasing steadily.

My employment with PACES has meant that I have been able to contribute positively to various communities. My knowledge of the clubs and coaches in Jordan coupled with my PACES training has meant I have been able to increase the technical efficiency of other coaches by ensuring they abide by new coaching and updated training techniques. This in turn contributed to the development of the skills of the children.

There are many success stories, such as girls and boys who graduated from PACES at the age of 16 and went on to play for the Jordanian national team. One of our graduates was even awarded the title of top scorer in an Asian tournament

The experience and knowledge I gained from working with PACES is priceless. It not only develops sports skills, but also leadership skills and sports management.

I am proud to be a member of PACES



**“ In the end,  
the children  
are healthier,  
disciplined, and  
better equipped  
to be future  
ambassadors..”**

**~ Mohammed Al-Sabbah**

**Kassem Safadi : Sports Development Coordinator for Football**

## **When I first volunteered for PACES in 2010, I hadn't realized just how badly the camps were in need of such an organization.**



Sports clubs for youngsters were few and far between and the trainings were, frankly, inconsistent and unorganized. During training sessions children of all ages and skill sets played together and there was no sense of separating them into groups so as to help the progress. As far as I knew, there was no real participation from young girls, nor was it encouraged.

We felt that if we could deal with the most immediate issues, we would be able to get something really good going for the kids. We worked on dividing the boys up by age group and involving the girls from around the camp.

We set up training sessions and workshops for the club managers and coaches aimed at giving them as much support as possible. Our aim was to help develop the capacity of the clubs and provide them with access to more advanced management and coaching techniques.

Once we felt we were well on our way, PACES Lebanon organized for a team to participate in the Gothia Cup in Sweden. We chose a team of gifted players who had proved themselves to be leaders and role models both on and off the field and sent them to an intensive training camp. The camp worked on honing their football skills and their sense of team camaraderie. It also focused on ensuring that they were prepared for such a trip, that they would feel at ease visiting a new country where they would come face to face with an unfamiliar culture.

The Gothia Cup proved to be an important step in highlighting PACES's work to the people of the camp. The clubs, parents, and children themselves were able to see the benefits PACES provides and the transparent, generous way in which it offers its services. PACES works on nurturing the children of a community with the community, and, just like any other relationship, a foundation of trust is of critical importance. I believe PACES achieves this in its work every day.



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### SENIOR MANAGEMENT

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PACES  
PALESTINE ASSOCIATION FOR CHILDREN'S ENCOURAGEMENT OF SPORTS  
**SUMMARISED BALANCE SHEET**

As at 31 December 2013

	2013	2012	2011
	\$	\$	\$
<b>Current Assets</b>			
Debtors	524,363	289,667	151,977
Cash at bank in hand	70,498	205,277	132,620
	594,861	494,944	284,597
<b>Creditors: Amounts falling due within one year</b>	(506,835)	(92,870)	(122,427)
<b>Net Current Assets</b>	88,026	402,074	162,170
<b>Total Assets less Current Liabilities</b>	88,026	402,074	162,170
<b>Funds Balances</b>			
Unrestricted Funds	88,026	402,074	162,170
	88,026	402,074	162,170

PACES  
PALESTINE ASSOCIATION FOR CHILDREN'S ENCOURAGEMENT OF SPORTS  
**SUMMARISED STATEMENT OF FINANCIAL ACTIVITIES**

For the year ended 31 December 2013

	Year to 31 December 2013	Year to 31 December 2012	Year to 31 December 2011
	\$	\$	\$
<b>Income</b>			
Voluntary income			
Cash donations	1,562,583	2,334,324	1,991,952
Gifts in-kind		694,805	1,842,791
	1,562,583	3,029,129	3,834,743
<b>Expenses</b>			
Charitable activities			
Direct sport activities	(1,480,921)	(2,432,110)	(3,350,199)
Project coordinators' salary and other administration expenses	(304,410)	(350,307)	(432,280)
Foreign exchange translation	(10,247)	40,344	(33,894)
Accountancy fee	(5,471)	(5,447)	(4,812)
	(1,801,049)	(2,747,520)	(3,821,185)
Governance costs			
Legal costs of running the charity	(66,141)	(31,119)	(21,707)
Consultancy fees	-	-	-
Audit fee	(9,441)	(9,509)	(8,822)
Audit fee prior year underprovision	-	(1,077)	(1,906)
	(75,582)	(41,705)	(32,435)
<b>Total expenses</b>	(1,876,631)	(2,789,225)	(3,853,620)
<b>Net movement in funds</b>	(314,048)	239,904	(18,877)
Total funds brought forward	402,074	162,170	181,047
<b>Total funds carried forward</b>	88,026	402,074	162,170

**PACES****Palestine Association for Children's Encouragement of Sports**

The information provided here is not the full statutory accounts but is a summary of the information which appears in the full financial statements. These summarised figures may not contain sufficient information to allow for full understanding of the financial affairs of the charity. For further information the full annual account, including the auditor's report, should be consulted. The Statement of the Financial Activities has been translated into US Dollars from UK Sterling at the average rate for the period, and the balance sheet has been translated at the closing rate. The full accounts have been audited and given an unqualified opinion.

The full accounts were approved by the Trustees on 17 April 2014 and a copy will be submitted to the Registrar of Companies. The auditor has issued an unqualified opinion on the full annual financial statements and on the consistency of the Councils' report with those annual statements. The report on the full annual financial statements contained no statement under section 498(2)(a) or 498(2)(b) or 498(3) of the Companies Act 2006.

H A H Al Qattan

  
Trustee *Ap. 17 2014*

**Independent Auditors' statement to the Trustees of the Palestine Association for Children's Encouragement of Sports**

We have examined the summarised financial statements of the Palestine Association for Children's Encouragement of Sports for the year ended 31 December 2013.

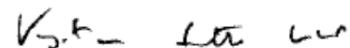
**Respective responsibilities of trustees and auditors**

The Trustees are responsible for preparing the summarised financial statements in accordance with applicable United Kingdom Law. Our responsibility is to report to you our opinion on the consistency of the summarised financial statements with the full annual financial statements and Trustees' annual report and its compliance with the relevant requirements of section 427 of the companies Act 2006 and the regulations made thereunder.

We conducted our work in accordance with Bulletin 2008/3 issued by the Auditing Practices Board. Our report on the company's full annual financial statements describes the basis of our opinion on those financial statements and on Councils' report.

**Opinion**

In our opinion the summarized financial statements are consistent with the full financial statements and the Trustees' Annual report of the Palestine Association for Children's Encouragement of Sports for the year ended 31 December 2013, and complies with the applicable requirements of section 427 of the Companies Act 2006, and the regulations made thereunder.



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*17/4 2014*

