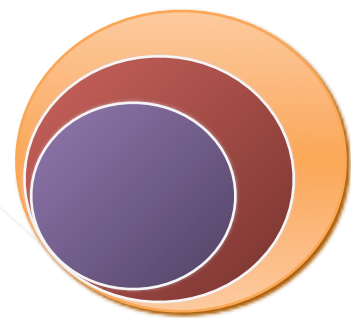
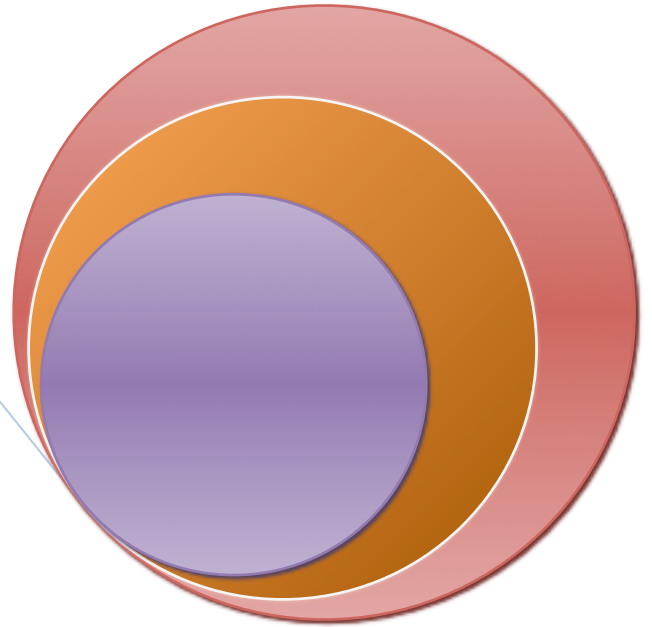




Alwani Foundation Framework of Operation

The Way We Perform!

**A Cause For Quality Education for
Underprivileged Kids in Pakistan and
Beyond! www.AlwaniFoundation.org**



OUR CORE VALUES:

Optimism:

We are impatient optimists by nature: we see the glass as 'half full' and are motivated to confront problems that others consider impossible to solve. We believe that we have a unique role to play as catalysts for change and that the most intractable challenges are exactly those we are best equipped to tackle. Tenacious in the face of adversity and focusing on the future of the Society where we originally belongs to, we persevere with an understanding that our success will be measured over years and decades - not days and months.

Collaboration:

We recognize that our resources and abilities are only a small part of what is needed to achieve our goals, so we hold strong the belief that our ability to achieve impact is greater when we work with others. We are self-aware, working to listen and learn with humility while mindful that we do not have all the answers. We treat others with respect and dignity and strive to conduct our work in the spirit of transparency and openness. Whether seeking to build or to challenge consensus, we value our partners, understanding that collaborative solutions best lead to sustainable change.

Rigor:

We pursue our mission with focus, discipline and rigor in order to maximize our impact. The challenges we seek to overcome demand thoughtful analysis, intellectual dialogue and commitment to data integrity, although not to the point of paralysis. We hold ourselves to the highest standards and expect that others do the same, as the stakes are too high to pursue anything but excellence. Our conversations are open, honest and sometimes tough for all concerned. We take responsibility for our actions and seek to rectify our mistakes, acknowledging our accountability to the communities where we work.

Innovation:

We believe that many of the most intractable problems can only be solved through creative and innovative solutions. In pursuit of these, we embrace risk and learn from failure, helping others in the field of **EDUCATION** to avoid the same pitfalls in future. We strive to remain focused, strategic and calculated in our risk-taking, as we challenge convention, question assumptions and confront stereotypes.



A Guide to Actionable Measurement

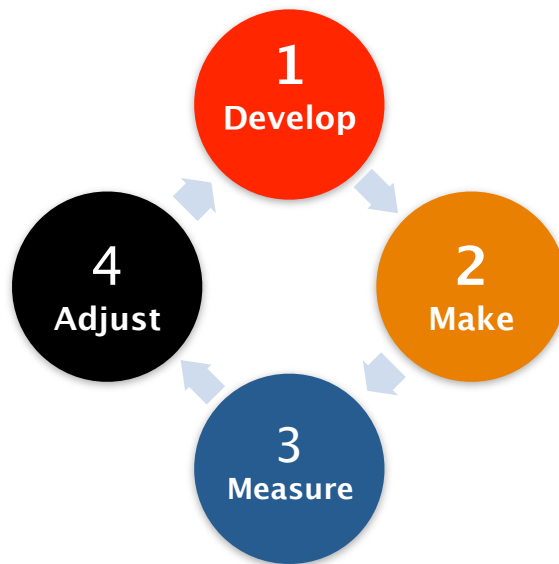
*A **Guide to Actionable Measurement*** is the result of a year-long cross-foundation effort to develop common principles, approaches, and taxonomies to help staff decide how best to allocate time and resources for data collection and analysis. Three principles guide our approach to actionable measurement:

1. Measurement should inform specific decisions and/or actions.
2. We do not measure everything, but we do strive to measure what matters most.
3. The data we gather help us learn and adapt our initiatives and strategies.

The guide includes a results matrix, results hierarchy, definitions of related terms, and measurement guidelines intended to shape internal decisions about the depth, breadth, and rigor of measurement across grants and within strategies. It also highlights the best practices we aspire to follow to be good stewards of our resources and not increase the reporting burden of our grantees or distract them from their work.



Our Approach to Giving



Our grant making process has four stages, each of which leads to the next in an ongoing feedback loop. Throughout this process, we are continually learning by asking questions and reviewing progress. We've set our overarching grant making priorities, then our three programs devise strategies to meet specific goals in these areas.

To create these strategies, we have developed a set of processes that help us decide how to spend our time, effort, and money to accomplish our goals for as many people as possible. Together, these processes form a continuous cycle with four stages: develop strategy, make grants, measure progress, and adjust strategy.

This cycle is evolving and improving as we get better at learning from our grantees and partners. And we are committed to reporting what we are learning at key stages of the grant making process.

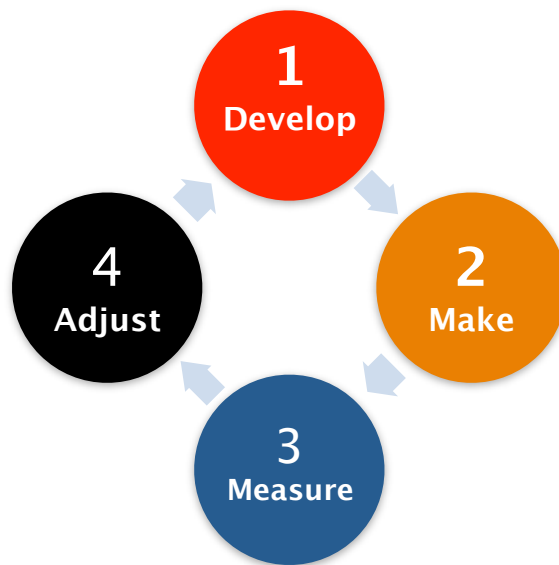
We are happy to share with Trustees and Partners a document titled, *The Strategy Lifecycle: a Guide*, which describes in detail how we develop and refine strategy at the foundation, building on lessons learned since we first rolled out a lifecycle in April 2010. This Guide includes the guidelines and

templates used by foundation staff to prepare the work that falls within the strategy lifecycle and annual planning (budgeting) processes.



Our Approach to Giving - Step One: Develop Strategy

OUR APPROCH TO GIVING



We use a Four-step process to develop strategy. First we scope the problem and opportunity; next we choose and articulate our strategic choices; third, we develop an execution plan and budget; fourth, if there is a need arise, in order to get the optimum results, we adjust our strategies, whenever we feel, we need to.

Scope the Problem:

Long before we make a single grant for any given issue, we listen and learn about problems that cause great inequity. Whether the challenge is low-income based family or low-grade student, we begin by immersing ourselves in information about problems that cause great harm and get far too little attention.

As we learn about an issue, we ask whether we can make a difference with our money and our ability to bring partners together. We get involved only if we believe we can make a unique contribution. We call this process "scoping" because we are exploring and analyzing the problem we aim to solve, while considering potential alternative solutions.

Choose a Strategy:



We consider multiple possible solutions to the problem, balancing opportunities' potential for impact on student's lives with an assessment of their viability, cost, chances, and sustainability.

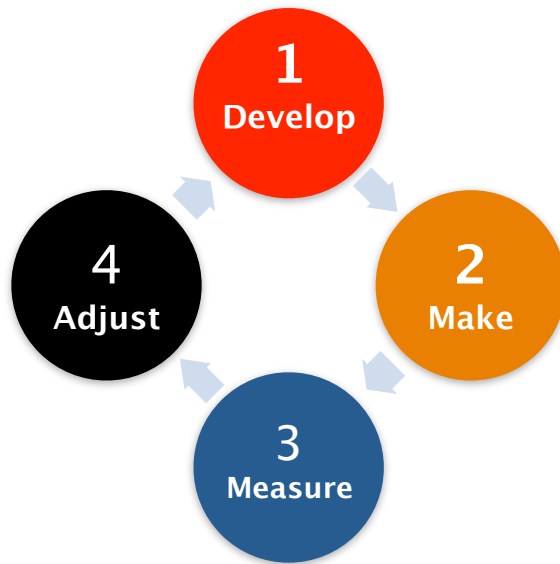
Based on these criteria, and after extensive discussion, we identify a strategy that includes an impact goal, major assumptions, the Foundation's proposed role and the anticipated role of our partners, trustee and an identification of risks and financial requirements.

Develop an Execution Plan:

Prior to formal approval, we develop an execution plan. To create this plan, we detail the "**Nuts and Bolts**" of how we will implement against our strategic goals. We develop a budget, identify Trustees and likely grants, plan how to measure key results over the short and long term, and set specific milestones and timeframes for our work.



Our Approach to Giving - Step Two: Make Grants



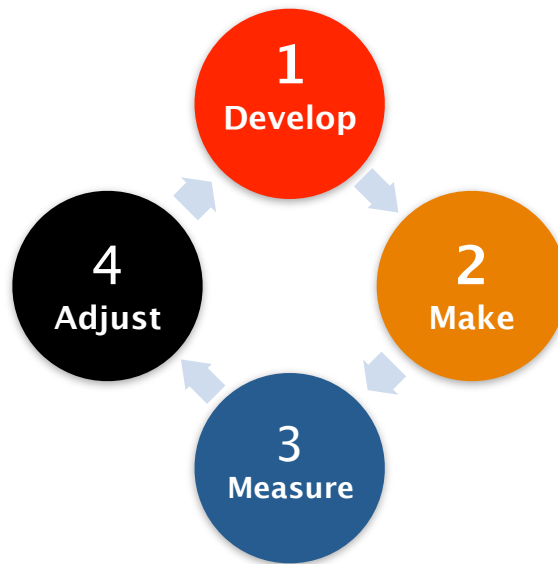
Once we decide on a strategy, we look for partners and consider grants that will support our goals. We generally make grants and establish formal agreements which include the expected results. We typically refer to these processes as “executing” our strategy.

We frequently make grants to the families with multiple school going children. This can give us and our grant program a little leverage over the scrutiny of the typical grant, available to that family and create a healthy competitive environment within the family.

To fully execute a strategy, we also conduct advocacy to bring attention to the issues we care most about. And we frequently host or attend convening of key partners, players, Trustees and grantees.



Our Approach to Giving - Step Three: Measure Progress



We are willing to take risks to address the issues that are important to us, and we recognize that the steps we take—or that our Trustees take—may not always be the right ones. That's why, once we've made a grant, we expect the trustee to measure progress and report on the results. When appropriate, we also commission measurement and evaluations across groups of similar grants, for the comparison point of view.

Three principles guide our approach:

1. Measurement should inform specific decisions and/or actions.
2. We do not measure everything, but we do strive to measure what matters most.
3. The data we gather help us learn and adapt our initiatives and strategies.

Annual Progress Assessments of Grants:

When they apply for foundation funding, we ask to complete frameworks that explain the sets of activities they propose to conduct and the outputs and outcomes they expect to see as a result. After grants are awarded, we require our trustee to carefully track and report on their work in the field each quarter. Our officers/Trustees carefully monitor each grant.

Measuring Progress Towards Impact:

We aspire to measure the intermediate outcomes and ultimate impact of our work. In many, but not all, cases, we may look beyond our trustees and draw on data gathered from other sources. We take the following types of steps:



- In some cases we commission third-party evaluations that provide in-depth findings on the effectiveness of the work. In some cases, we evaluate specific grants; in other cases, we may review entire strategies, initiatives, or portfolios of similar work.
- We also turn to outside advisors and experts to help us examine our efforts and give us honest counsel.
- We reach out to the people we intend to serve—our ultimate beneficiaries—to make sure that our investments are meeting their needs.
- Our Trustees involve in our Kid's activities very frequently, to motivate them, we jointly celebrate their Birthdays along with their parents, Also by spending quality time in their summer vacation, engaging with them in various indoor and outdoor sports activities. Our Trustees also discuss the results with the parents and setup new goals and guidelines for the next academic year, in some cases we also seek outside help from the experts in the field.

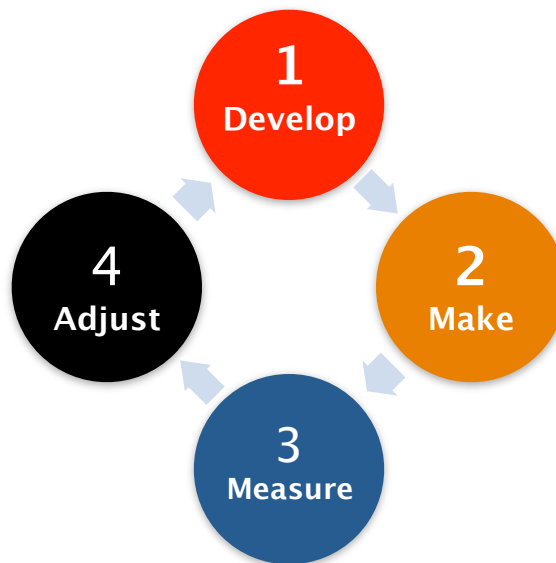
For more information on how we strive to measure and learn from the results of our partners and grantees, see [A Guide to Actionable Measurement](#), which offers an explanation of our general guidelines and principles.

Strategy Reviews:

Internally, we assess our grant making teams' progress against strategic goals through our annual strategy review and budget planning processes. In strategy review meetings, teams have the opportunity to share with Naushad Alwani(*Chairman*), and CEO Pervez Jindani what has gone well that year, what the challenges have been, and what the lessons and adjustments will be. Teams bring critical issues to leaders' attention and request feedback. This is also a great opportunity for the CEO and co-chairs to learn, ask questions, and be engaged in the work.



Our Approach to Giving - Step Four: Adjust Strategy



Measuring progress and impact is only useful if you're willing to act on the results. Once we've gathered feedback, our program presidents and CEO decide whether to continue with the existing strategy or to make adjustments. If necessary, they seek approval from Chairman to change course or refine the strategy.

These types of refinements typically take place every four to six months. During a process we call a *strategy refresh*, we take stock of each strategy and the extent to which it has accomplished our key goals. We consider the need to make adjustments or change course. This process is more in-depth and exhaustive than the annual strategy reviews. It typically resembles Stage One—Develop Strategy, except there is an added emphasis on looking back at the previous strategy and learning from our work.



15 Guiding Principles of Alwani Foundation

The 15 principles below reflect the Alwani Family's, Its Friend's and it's well wisher's beliefs about the role of philanthropy and the impact they want this Foundation to have. The principles guide what we do, why we do it, and how we do it.

While many of them are fundamental to the way we operate, we will remain open to amending them as we grow and learn more about our work.

Guiding Principle #1: This is a family foundation driven by the interests and passions of the Alwani family.

Guiding Principle #2: Philanthropy plays an important but limited role.

Guiding Principle #3: Science and technology have great potential to improve lives around the world.

Guiding Principle #4: We are funders and shapers—we rely on others to act and implement.

Guiding Principle #5: Our Focus is Crystal clear—and limited—and prioritizes one of the most neglected issues, like **EDUCATION**.

Guiding Principle #6: We identify a specific point of intervention and apply our efforts against a theory of change.

Guiding Principle #7: We take risks, make big bets, and move with urgency. We are in it for the long haul.

Guiding Principle #8: We advocate—vigorously but responsibly—in our area of Focus. - **EDUCATION** for Underprivileged!.

Guiding Principle #9: We must be humble and mindful in our actions and words. We seek and heed the counsel of outside voices.

Guiding Principle #10: We treat our grantees, our Supporters, our well wishers as valued partners, and we treat the ultimate beneficiaries of our work with respect and Dignity.

Guiding Principle #11: Delivering results with the resources we have been given is of the utmost importance—and we seek and share information about those results.

Guiding Principle #12: We demand ethical behavior of ourselves, and people whom we work with or engage with.

Guiding Principle #13: We treat each other as valued colleagues.

Guiding Principle #14: Meeting our mission—to increase opportunity and equity for those most in need—requires great stewardship of the money we have available and we seek from our partners, and our well Wishers.

Guiding Principle #15: We leave room for growth and change constantly.



ALWANI FOUNDATION INC; (AF):

ALWANI FOUNDATION; Our Mission, Vision and our Values articulate the aspirations of ALWANI FOUNDATION's Founder and it's Hon. Trustess, to realize our ethos of Giving Back to the Community, where we originally belongs from and where it needs more.

ALWANI FOUNDATION LOGO AND IT'S MEANING:

The logo of ALWANI FOUNDATION (AF), symbolically represents the four core values of the Foundation, that is **PARTNERSHIP, INTEGRITY, WILLINGNESS** and **GENEROSITY**. The bright Orange Color represents the Freshness of our Ideas, Goals and concepts all the time. The Four half circles reach out and are also interwoven to each other, to reflect the strength in unity and open to the outside- for the entire humankind and transperent from within. The four Black Dots represent our **FOCUS** on **QUALITY EDUCATION FOR MANKIND**.The logo also articulates the aspiration of ALWANI FOUNDATION to contribute positively to improve the quality of life of it's beneficiaries, through sustainable partnership; a continuum reflected in it's design, which has no begining and has no end.

MISSION:

To eastablish the ALWANI FOUNDATION as valued and respected constituent of civil society, with the aim of building bridges, among mass.

VISION:

Our Vision for the ALWANI FOUNDATION is to establish as valued and respectul civic organization, and to engage the common citizen in it's core values and theme, through Philanthropic Contributions.



Our Commitment to Grantees: Strengthening Partnerships

Our grantees and partners are at the core of our mission and work in the field of **EDUCATION**, which our Foundation is providing. We are most effective when we are working together with partners to achieve the shared impact we all desire.

Achieving these results depends on many factors, including the quality of our partnerships. We can achieve greater impact by forging stronger relationships with our most important partners—our Grantees.

Our Commitment to Grantees:

1. **Quality interactions**—You will be treated with respect and candor.
2. **Clear and consistent communications**—You will know when and who will make the decision on your grant, and you will be provided clear communications on the foundation's strategy, grant process and the amount of time and assistance you could expect to receive from the foundation once your grant is awarded.
3. **Feedback**—You will have opportunities to provide feedback – and we will use that feedback to make continuous improvements.

We welcome your feedback. It is a critical part of our commitment because your ideas, assessment and comments will help us to ensure greater success in our mutual goal to improve lives. We receive feedback daily through interactions between our program staff and grantees. We seek feedback through periodic interviews and focus groups. And every two to three years, we ask the Center for Effective Philanthropy to conduct a grantee perception survey.

We also make available to grantees several other online means of providing feedback:

- Send an email to our grantee partner engagement team at granteesurvey@Alwanifoundation.org
- Share your viewpoint on Facebook/Linkedin.
- If your feedback regards a specific allegation, and you want the information to be kept confidential from foundation staff, we encourage you to report this information to our Website. This is a service available for reporting and identification of issues, events and behavior that may be inconsistent with our foundation's values.
- Provide your feedback (either anonymously or with attribution) .



Alwani Foundation is a progressive and dynamic non-profit, philanthropic organization, registered simultaneously in USA and in Pakistan, leading the way in human development and poverty alleviation by implementing viable economic development, educational and capacity building programs in Pakistan.

As part of its education services the **Alwani Foundation** has set up bursaries to support students who may otherwise have no access for attaining higher education to build a better future. In this regard, Alwani Foundation is pleased to announce its 2012-2013 scholarship awards Applications are therefore invited from talented and deserving students who have scored more than 75% marks.

BASIC CRITERIA:

1. Alwani Foundation is pleased to announce scholarships awards Programs for the academic year 2012-13.
2. Each scholarship will be for one year and may be extended further for the duration of the course annually on the basis of academic performance.
3. AF scholarships are designed to cover full or partial costs that are directly related to the course fees.
4. These scholarships are need cum merit based. Only those students who genuinely deserve and have an excellent academic record (**at least 75% marks in the previous course**) will be considered for these scholarships.
5. Preference will be given to the most deserving and talented students from remote and far flung areas of Pakistan. In the likely event where there are more applications than scholarships on offer, the final listing will be developed using a matrix of needs, academic achievement and remoteness of family home.
7. The scholarship aims to provide financial assistance to students who are unable to meet their educational expenses.
8. Submission of a scholarship application in itself does not guarantee the award of a scholarship or place any other liability on the Alwani Foundation.

Other Requirements:

- Application form should be completely filled. Incomplete forms will not be processed.



- Incorrect information or concealment of any information may result in application being rejected.
- Applicants should submit a sworn statement that the applicant is not availing any other scholarship or financial assistance for the same course and at the same time from any other institution.
- The following documents are required from the applicant:
 - ✓ Latest salary and employment certificates of all income earning family members.
 - ✓ Bank statements for the last two years of all bank accounts of all family members.
 - ✓ For self employed parents/guardians, following documents are required.
 - ✓ Bank statement for the last three years (if any).
 - ✓ Name and address of business (if any).
 - ✓ Two attested passport size photographs of the applicant.
 - ✓ Attested copies of last result.
 - ✓ Attested copies of National ID Card or passport of parents/guardian.
 - ✓ Undertaking and details of income from parents / guardian and siblings (if any).



The students , who are getting Grants from Alwani Foundation, in Karachi,





The Students who are getting Grants from Alwani Foundation, in Karachi Pakistan. II







ENGAGING WITH STUDENTS:





ALWANI
FOUNDATION

ENGAGING WITH STUDENTS:





**ALWANI
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