



# ANNUAL REPORT 2024





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# MESSAGE FROM LEADERSHIP

As we close another remarkable year at Sparda, I am deeply proud of how far we have come as a young organization with a clear mission: to empower youth and women and to build communities that stand for peace, opportunity, and resilience. In 2024, our journey was marked by growth, learning, and the strengthening of partnerships that enable us to turn vision into tangible impact across the Kurdistan Region of Iraq.

Through our three youth hubs in Halabja, Chamchamal, and Ranya, we have reached thousands of individuals—students, teachers, parents, and local officials—who came together with one shared purpose: to create a safer, more inclusive society. Projects such as the Communities Connector Project and Yalla Chamchamal: Save Water! have shown the power of collective action, where communities lead the way in preventing violent extremism and addressing urgent challenges like water scarcity and climate change. These initiatives not only build awareness but also nurture local leadership and trust between citizens and institutions.

What makes Sparda unique is our belief in sustainable, locally led solutions. Every training, dialogue, and awareness session reflects our commitment to listening first and acting collaboratively. None of this would have been possible without the dedication of our staff, the trust of our partners, and the unwavering support of our donors—including SPARK, IOM Iraq, and our back donors, the Netherlands Ministry of Foreign Affairs (NLMFA), and the Foreign, Commonwealth & Development Office (FCDO).

As we look ahead, we remain steadfast in our mission to expand opportunities for youth and women, strengthen resilience in vulnerable communities, and continue being a bridge between local voices and global support. Together, we are not only shaping better futures but also proving that lasting change begins within our communities.



**Raheil Aziz**

Founder & Director, Sparda Organization

# ABOUT ORGANIZATION

## About

Sparda is a locally established non-profit organization founded in 2023 by a group of young professionals who share a deep commitment to creating positive alternatives for youth and women across Iraq and the Kurdistan Region. Built on the values of trust, empowerment, and inclusion, Sparda provides a platform where individuals can learn, grow, and contribute meaningfully to their communities.

Through education, entrepreneurship, and job creation initiatives, we work to enhance security, stability, and social cohesion by addressing the root causes of unemployment, marginalization, and extremism. Our programs bring together youth, women, educators, parents, and government actors in a collaborative effort to build a more resilient and equitable society.

At the heart of Sparda's work lies the belief that sustainable change begins with empowerment—giving people not only the skills but also the confidence and environment they need to lead. Whether through our youth hubs, training programs, or community projects, Sparda continues to be a bridge between local aspirations and meaningful opportunities for a brighter, more inclusive future





# MISSION & VISION



## Mission

At Sparda, our mission is centered on entrustment and unwavering support for the empowerment of youth and women in need. We believe that everyone, regardless of their circumstances, deserves access to the resources, guidance, and opportunities that can unlock their full potential.

## Vision

We envision a world of equal opportunities, where every young person and woman, regardless of background, can access the resources needed to realize their dreams and aspirations. We are committed to building a society where opportunity knows no boundaries.

# YOUTH HUBS

## Description

Sparda has co-established and manages three vibrant community hubs across the Kurdistan Region of Iraq — in Halabja, Chamchamal, and Ranya. More than just spaces for youth and women, these hubs have become dynamic meeting points for everyone shaping the next generation — parents, teachers, university professors, and government officials. They gather here to exchange ideas, attend seminars, and participate in awareness sessions that strengthen the link between home, school, and society.

The hubs were strategically established in areas more exposed to radicalisation and violent extremism risks, ensuring that our resources reach the communities that need them most. Within these safe and inclusive environments, Sparda designs and delivers a wide range of initiatives — from skill-building and professional development training to community dialogues and educational programs. Each hub acts as a catalyst for learning, understanding, and collaboration, fostering a culture of peace and resilience where youth and those who guide them can grow together and drive positive change across their communities.

The youth hubs host a range of activities organized by Sparda in collaboration with local organizations. These community-focused efforts run separately from the ongoing projects, as shown below:

## Activities

1. Seminar on Gender Relations – Halabja Youth Hub, Dec 2, 2024 – 45 participants.

Focused on modern gender dynamics and legal frameworks protecting women's rights, led by legal advisor Karzan Salam.

2. Awareness Session on Domestic Violence – Chamchamal Youth Hub, Dec 3, 2024 – 25 participants.

Delivered by Raed Raz Fariawa, highlighting strategies to address domestic violence and promote safe communities.





# PROJECT 1 : COMMUNITIES CONNECTOR

## Description

The Communities Connector Project, an initiative funded by the Dutch international organization SPARK and implemented by Sparda under the broader Network of Change 2 (NoC2) programme, backed by the Netherlands Ministry of Foreign Affairs (NLMFA), is designed to foster empowerment and connectivity among local community actors in Chamchamal, Halabja, and Ranya.

This ambitious project includes a range of activities, including trainings, masterclasses, seminars, events, and awareness sessions at Sparda's youth hubs. Its primary focus is on Preventing and Countering Violent Extremism (PVE) by offering positive alternatives to radicalisation and violent paths to the youth and women of those areas.

A diverse array of participants are at the heart of this endeavor. The project benefits not only youth and women, by providing them with opportunities that steer them away from violent extremism, but also parents, high school teachers, university professors, and government officials; who gain valuable guidance and opportunities through their involvement. Each of these stakeholders brings unique perspectives and contributions, creating a dynamic, multifaceted approach to community development.

By engaging this broad spectrum of actors, the project aims to cultivate a robust network of informed and proactive individuals dedicated to the sustained growth and stability of their communities. The impact of this project lies in equipping youth and women with future-oriented perspectives and helping them avoid violent pathways, while also fostering more resilient and tolerant community members and government institutions.

The Communities Connector Project is built around four key pillars: Youth pillar, Educator pillar, parents pillar, and the Government pillar.

# PROJECT 1 : COMMUNITIES CONNECTOR

## Pillars

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### 1. Youth pillar

**Program Description:** The Youth Pillar focuses on offering positive alternatives by empowering young people through one-day vocational trainings held at Sparda's youth hubs in Halabja, Chamchamal, and Ranya. These sessions are designed and facilitated by peers who have been trained as Trainers of Trainers (ToT), creating a cycle of shared learning and leadership.

The trainings equip participants with essential skills and tools to prepare them for the (digital) job market, while also opening up opportunities for personal and professional growth. The target audience is youth from the region, ages 18 to 30, both male and female, and primarily recent graduates who benefit from gaining hands-on skills to build a brighter future and the opportunity for a brighter road ahead. In 2024, 20 trainings were developed and implemented. Sparda aims to achieve similar results in the next year.

**Project Impact:** Through these activities, the program strengthens resilience among youth, reducing the risks of radicalization and violent extremism by opening pathways to constructive opportunities. By fostering a sense of purpose and equipping them with employable skills, the initiative contributes to building a safer, more prosperous future for young people and their communities in the region.





# PROJECT 1 : COMMUNITIES CONNECTOR

## Activities

**1. Build a Cakery Training** – Ranya, July 29, 2024 – 25 Female  
Empowered women with skills to start or enhance careers, fostering entrepreneurship.

**2. Entrepreneurship & Design Thinking Training** – Chamchamal, July 30, 2024 – 25 Participants (10 Female, 15 Male). Equipped participants with knowledge to launch and sustain startup ideas.

**3. CV Writing with Canva and AI** – Halabja, August 1, 2024 – 25 Participants (18 Female, 7 Male)  
Taught modern CV writing and design with Canva and AI tools, boosting participants' confidence and increasing their chances in the job market.

**4. Stress Less, Live More** – Ranya, August 4, 2024 – 24 Participants (11 Female, 13 Male)  
Provided tools for stress management and creating healthier workplaces.

**5. Photography and Editing Training** – Ranya, August 5, 2024 – 25 Participants (13 Female, 12 Male)  
Covered camera techniques and basic editing to enhance photography skills for starters.

**6. Effective Communication Training** – Halabja, August 6, 2024 – 21 Participants (14 Female, 7 Male)  
Improved communication, networking, and interpersonal skills in both personal and professional life.

**7. Brand Marketing Training** – Ranya, August 7, 2024 – 21 Participants (16 Female, 5 Male)  
Taught participants to build strong brand identities and marketing strategies.

**8. Business Model Canvas (BMC) Training** – Ranya, August 8, 2024 – 28 (17 Female, 11 Male)  
Introduced participants to the BMC framework for business development.



# PROJECT 1 : COMMUNITIES CONNECTOR

## Activities

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**9. Digital Marketing Training** – Ranya, August 15, 2024 – 21 Participants (14 Female, 7 Male)

Equipped participants to manage digital campaigns and develop content strategies.

**10. The Art of Camera Techniques for Beginners** – Halabja, August 21, 2024 – 23 Participants (17 Female, 6 Male)

Taught basic camera operations, composition, and lighting through hands-on practice.

**11. Content Creation & Social Media Management Training** – Chamchamal, Sept 17, 2024 – 23 Participants (14 Female, 9 Male)

Provided skills for creating engaging content and managing social media platforms.

**12. The Art of Camera Techniques for Beginners** – Ranya, Sept 19, 2024 – 22 Participants (8 Female, 14 Male)

Enhanced skills in photography composition, lighting, and storytelling.

**13. Brand Creation Training** – Chamchamal, Sept 22, 2024 – 24 Participants (14 Female, 10 Male)

Empowered participants to create strong brand identities and marketing strategies.

**14. Social Media Marketing Strategies Training** – Ranya, Sept 25, 2024 – 25 Participants (18 Female, 7 Male)

Developed skills to design and implement social media marketing strategies.

**15. Event Management Training** – Halabja, October 1, 2024 – 26 Participants (19 Female, 7 Male)

Covered strategic planning, audience engagement, and risk management for events.

**16. Idea to Business Training** – Chamchamal, October 6, 2024 – 22 Participants (14 Female, 8 Male)

Provided foundation in business development, product differentiation, and pricing strategies.

**17. Art of Selling Training** – Chamchamal, October 10, 2024 – 25 Participants (11 Female, 14 Male)

Enhanced skills in sales and digital marketing for business growth.

**18. Entrepreneurship & Design Thinking** – Ranya, December 7, 2024 – 24 Participants (7 Female, 17 Male)

Focused on entrepreneurial mindsets and creative problem-solving.

**19. Discovering Personal and Business Potential Workshop** – Ranya, Dec 12–14, 2024 – 16 Participants (9 Female, 7 Male)

Helped participants explore personal strengths and business potential.

**20. Photography and Editing Workshop** – Ranya, Dec 28, 2024 – 21 Participants (13 Female, 8 Male)

Provided hands-on experience in photography fundamentals and editing with Photoshop.



# PROJECT 1 : COMMUNITIES CONNECTOR

## 2. Educators pillar

**Program Description:** Research shows that there are often early warning signs before an individual begins to follow a harmful or destructive path. Under this pillar, high school teachers and university professors in Chamchamal, Halabja, and Ranya are equipped with the skills and tools needed to recognize early indicators of radicalization among students.

The educators selected by Sparda to attend these trainings are selected from risky schools and institutions, who possess a strong understanding of their students' social and cultural context. Schools and universities are carefully chosen based on research identifying the most vulnerable and at-risk locations and in collaboration with the Directorates of the schools and council of the universities. Sparda delivers regular one-day PVE trainings, as well as more intensive four-day sessions for higher-risk cases. The trainings focuses on understanding radicalization and identifying its early signals, building participants' foundational knowledge of radicalization, enabling them to recognize early warning signs and how to deal with them properly and in a soft approach.

The program empowers educators to refer at-risk students to social workers for timely support and intervention. To complement this, safe spaces are established within schools and universities, providing consultation sessions where students can seek guidance in a supportive environment. In 2024, Sparda conducted and delivered 39 activities within the education pillar, and plans to create similar results for the upcoming year.

**Community Impact:** These activities strengthen the role of educators as frontline protectors of youth against radicalization and violent extremism. By fostering trust and creating accessible safe spaces, the initiative not only helps prevent escalation but also builds a more proactive and supportive educational environment. This contributes to greater stability and resilience within both schools and the wider community.

# PROJECT 1 : COMMUNITIES CONNECTOR

## Activities

**1. Participant Recruitment** – Khurmal & Suren High Schools, June 1–30, 2024 – 40 participants  
Recruited participants for PVE 4-days training programs.

**2. Training Needs Assessment (TNA)** – Khurmal High School, June 1–30, 2024 – 20 participants  
Assessed participants' PVE knowledge and training needs for the 4-days PVE training.

**3. Focus Group Discussions (FGDs)** – Khurmal High School, June 1–30, 2024 – 15 participants  
Explored school environment, challenges, and existing support mechanisms.

**4. TNA with Teachers** – Khurmal High School, June 30, 2024 – 19 Participants (17 Male, 2 Female)  
Evaluated teachers' experiences and PVE knowledge.

**5. FGD with Teachers** – Khurmal High School, June 30, 2024 – 16 Participants  
Discussed challenges in preventing violent extremism among students.

**6. FGD** – Suren High School, June 30, 2024  
Gained insights into factors contributing to violent extremism.

**7. Peace through Moderation Training (4 Days PVE)** – Khurmal High School, July 1–4, 2024 – 19 Participants  
A 4 days training that equipped teachers to recognize and address early signals of radicalization.

**8. TNA** – Suren High School, July 15, 2024 – 20 Participants  
Assessed teachers' experiences, challenges, and preferences for PVE training.

**9. TNA** – Suren High School, July 20–24, 2024 – 20 participants  
Evaluated individual PVE knowledge and mapped training needs.

**10. FGDs** – Suren High School, July 20–24, 2024 – 9 participants  
Mapped school environment and identified student challenges.





# PROJECT 1 : COMMUNITIES CONNECTOR

## Activities

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**11. Peace through Moderation Training (4 Days PVE)** – Suren High School, July 22–25, 2024 – 20 Participants (1 Female, 19 Male)

A 4 days training that provided foundational understanding of radicalization, warning signs, and referral strategies.

**12. Peace through Moderation Training (4 Days PVE)** – Krmanj High School, Chamchamal youth hub, July 28, 2024 – 26 Participants (6F, 20M)

Equipped participants to identify early stages of student radicalization.

**13. 1-Day PVE Training** – Kurdistan Nwe High School, Halabja Youth Hub, August 12, 2024 – 26 Participants (9 Female, 17 Male)

Combined theory and practical activities to apply PVE concepts in schools.

**14. 1-Day PVE Training** – Bakhtiari High School, Halabja Youth Hub, August 15, 2024 – 26 Participants (9 Female, 17 Male)

Provided knowledge and tools to detect early extremism and develop referral systems.

**15. 1-Day PVE Training** – Shahid Dana High School, Halabja Youth Hub, August 22, 2024 – 27 Participants (13 Female, 14 Male)

Empowered participants to recognize risk factors and promote safer environments.

**16. 2-Day Team Building Training** – Khurmal High School, Halabja Youth Hub, August 28–29, 2024 – 19 Participants

Covered negotiation, persuasion, and creative thinking techniques for teamwork.

**17. TNA** – Chamchamal High School, August 30, 2024 – 20 Participants (14 Male, 6 Female)

Collected feedback on teachers' understanding of radicalization and training needs.

**18. Program Preparation and Coordination for PVE Field Visit** – Erbil & Sulaymaniyah, August 1–31, 2024

Supported field visits, coordinated meetings, and assisted trainers.

**19. TNA** – Chamchamal High School, August 26–29, 2024 – 20 participants

Evaluated educators' PVE knowledge and identified training needs.

**20. FGDs** – Chamchamal High School, August 26–29, 2024 – 14 participants

Assessed school environment and student/teacher challenges.

**21. Participant Recruitment** – Chamchamal High School, August 29, 2024 – 20 participants

Recruited teachers for PVE training programs.

# PROJECT 1 : COMMUNITIES CONNECTOR

## Activities

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**22. FGD** – Chamchamal High School, August 30, 2024 – 14 Male

Explored teacher preparedness and community engagement in PVE.

**23. 4-Day PVE Training** – Chamchamal High School, Sulaymaniyah, September 2–5, 2024 – 21 Participants (7 Female, 14 Male)

Provided practical knowledge to combat extremism and promote peace.

**24. 1-Day PVE Training** – Kurdistan Nwe High School, Halabja Youth Hub, September 10, 2024 – 25 Participants (11 Female, 14 Male)

Equipped teachers to identify and manage signs of radicalism and extremism.

**25. 2-Day Team Building Training** – Teachers from the town of Sirwan, Halabja Youth Hub, September 11–12, 2024 – 19 Participants

Enhanced teamwork and creative thinking skills among teachers.

**26. 1-Day PVE Training** – Rechkan High School, Halabja Youth Hub, September 19, 2024 – 24 Participants (14 Female, 10 Male)

Focused on creating peaceful school environments and recognizing early signs of radicalization.

**27. 4-Day PVE Training** – Yaketi High School, Sulaymaniyah, September 21–24, 2024 – 19 Participants (4 Female, 15 Male)

Trained educators to address extremism, identify radicalization signs, and apply referral strategies.

**28. 1-Day PVE Training** – Shahid Zana High School, Halabja Youth Hub, September 24, 2024 – 24 Participants (8 Female, 16 Male)

Equipped educators to prevent the spread of radical ideologies in schools.

**29. 1-Day PVE Training** – Nwegary High School, Chamchamal Youth Hub, September 25, 2024 – 20 Participants (10 Female, 10 Male)

Trained educators to recognize early signs of radicalization and implement referral systems.

**30. 1-Day PVE Training** – Lare High School, Halabja Youth Hub, September 26, 2024 – 20 Participants (6 Female, 14 Male)

Enhanced educators' ability to reintegrate students affected by radical beliefs.

**31. 1-Day PVE Training** – Peshkawtn High School, Chamchamal Youth Hub, September 28, 2024 – 21 Participants (5 Female, 16 Male)

Strengthened understanding of extremism and practical application in schools.

**32. FGD** – Yaketi High School, September 19, 2024 – 10 Participants (8 Male, 2 Female)

Examined challenges in preventing violent extremism to inform training programs.

# PROJECT 1 : COMMUNITIES CONNECTOR

## Activities

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**33. TNA** – Yaketi High School, September 19, 2024 – 19 Participants (13 Male, 6 Female)  
Assessed teachers' understanding of radicalization and classroom challenges.

**34. Teachers Recruitment** – Multiple schools, June–September 2024 – 80 Participants (68 Male, 12 Female)  
Selected and assessed suitable teachers for TOT and PVE programs.

**35. 1-Day PVE Training** – Malawi High School, October 1, 2024 – 19 Participants  
Covered identifying and addressing radicalization in schools and preventative strategies.

**36. 1-Day PVE Training** – Peshraw High School, Chamchamal Youth Hub, October 3, 2024 – 24 Participants (5 Female, 19 Male)  
Trained educators and community leaders to detect early extremism and promote peace.

**37. Team Building Training Course** – Yakety High School, Chamchamal Hub, October 4–5, 2024 – 18 Participants (4 Female, 14 Male)  
Enhanced collaboration, problem-solving, and creative thinking among teachers.

**38. 1-Day PVE Training** – Mastura Girls' High School, December 21, 2024 – 22 Participants (16 Female, 6 Male)  
Fostered understanding of violent extremism, early signs, and prevention strategies.

**39. 1-Day PVE Training** – Salm High School, Chamchamal Youth Hub, December 28, 2024 – 21 Participants  
Equipped educators with skills to address extremism and implement referral systems.





# PROJECT 1 : COMMUNITIES CONNECTOR

## 3. Parents pillar

The Parents' Pillar empowers families through awareness sessions conducted at high schools by respected local figures. These sessions help parents understand the risks of radicalization and violent extremism, while also guiding them on how to recognize early warning signs in their children.

The awareness sessions provide participants with practical tools to recognize early signs of radicalization among their children and to promote peaceful conflict resolution within both the school and family environment. By creating spaces for open dialogue, the program strengthens parental involvement in safeguarding their children's well-being, creating a safer environment for the youth of the area to stay away from danger.

Parents selected by Sparda to participate in these sessions are often from high-risk contexts, identified based on their physical location as well as broader social and political circumstances. In 2024, one awareness session was designed and delivered. Sparda plans to deliver even higher results in the upcoming year.

**Community Impact:** These efforts foster stronger bonds between parents and their children, contributing to a more cohesive and supportive community. By equipping parents with knowledge and awareness, the program not only helps protect young people from harmful influences but also strengthens trust and collaboration across families and schools, creating a safer environment for the entire community by having a stronger family resilience.

# PROJECT 1 : COMMUNITIES CONNECTOR

## Activities

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### Parents' Awareness Session on Preventing Violent Extremism –

Yaketi High School, Chamchamal, Dec 17, 2024 – 77 participants (36 Male, 41 Female)

Focused on understanding violent extremism, its root causes, and prevention strategies, equipping parents with tools to recognize early signs of radicalization and encourage peaceful conflict resolution at home and in schools.



# PROJECT 1 : COMMUNITIES CONNECTOR

## 4. Government pillar

**Program Description:** The Government Pillar focuses on strengthening institutional leadership by equipping local officials in Chamchamal, Halabja, and Ranya with the knowledge and tools needed to address the challenges of radicalization and violent extremism.

Through this initiative, Sparda has organized masterclasses that empower government officials to design local PVE (Preventing Violent Extremism) action plans, creating comprehensive roadmaps for supporting youth and women in their communities. These masterclasses also provided a platform to discuss the challenges faced by young people in each city, while exploring viable solutions tailored to the local context. The dialogues emphasized strategies for preventing violent extremism and fostering a culture of peace and moderation among youth. In 2024, Sparda organized and delivered one event that lasted three days in each youth hub location. There are plans to have similar results for next year.

**Community Impact:** By building the capacity of local leaders, the program enables them to develop effective policies and strategies that directly support youth and women. These actions contribute to more secure and stable regions, helping prevent radicalization while paving the way for a safer and brighter future for the entire community.

## Activities

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**Dialogue Events with Government Officials on Youth Challenges and PVE – Chamchamal, Ranya, Halabja, Aug 12–14, 2024 – 32 participants (26 Male, 6 Female)**

Led by Mr. Fulco Van Deventer and Ms. Minale Nouri from the Netherlands based organisation 'Human Security Collective', the dialogues addressed youth challenges, explored solutions, and emphasized strategies for preventing violent extremism and promoting peace. The dialogue was organised for the members of the three PVE local government committees that are established by Sparda and the mayors in Chamchamal, Halabja and Ranya.



# PROJECT 2: YALLA CHAMCHAMAL - SAVE WATER

## Description

The *Yalla Chamchamal: Save Water!* project—implemented by Sparda and funded by IOM Iraq through the Wasl Civil Society Fund with support from the back donor, the Foreign, Commonwealth & Development Office (FCDO)—was developed to tackle the pressing challenges of water scarcity and climate change in Chamchamal, Sulaymaniyah.

This initiative focused on empowering youth and women to lead local climate action, while also engaging schools, workplaces, and government institutions in building long-term resilience. Through a mix of training, awareness campaigns, and capacity-building efforts, the project created spaces for community members to learn about water conservation, sustainable practices, and the broader impact of climate change.

At its core, the project prioritized youth and women, positioning them as leaders and advocates within their communities. In parallel, it reached students, workers, and government officials, equipping each group with knowledge and tools tailored to their roles in society. This inclusive approach ensured that diverse voices shaped the conversation on climate resilience and water governance.

By bringing together young campaigners, educators, civil servants, and local leaders, Yalla Chamchamal: Save Water! worked to foster a culture of shared responsibility. Its impact lies in strengthening local capacity to manage scarce water resources, empowering new generations of climate advocates, and reinforcing collaboration between citizens and institutions toward sustainable community development.

# PROJECT 2: YALLA CHAMCHAMAL - SAVE WATER

## Activities

### 1. Youth Bootcamp – November 11, 2024

Leadership and advocacy training for 18 youth. Six campaigners (4 Female, 2 Male) were selected to lead the awareness campaign.

### 2. Six-Day Intensive Training for Campaigners – November 17–30, 2024

Comprehensive training on climate change awareness, campaign design, and audience engagement. Prepared the 6 campaigners (4 Female, 2 Male) to lead a two-month public campaign.

### 3. Public Awareness Campaign – December 10, 2024 to February 10, 2025

A community-wide campaign reaching 49,000+ people online and 367 participants offline (328 students, 53 workers) through awareness sessions in schools, workplaces, and public events.

### 4. Five Awareness Sessions at Schools – December 2024–January 2025

Reached 328 students with interactive sessions on water conservation and sustainable practices.



# PROJECT 2: YALLA CHAMCHAMAL - SAVE WATER

## Activities

### 5. Three Awareness Sessions with Workers – December 2024–January 2025

Engaged 53 public and private sector workers on workplace sustainability practices.

### 6. Two-Day Capacity-Building Program –December 2024 - January 2025

Delivered to 23 employees (mixed gender) from the Chamchamal General Directorate of Water (GDW), enhancing water resource management and governance skills.

### 7. Masterclass for Steering Committee – December 2024

High-level training in Erbil for 6 members (Mayor, officials, educators, and security forces) on the intersection of climate change, water scarcity, and violent extremism.





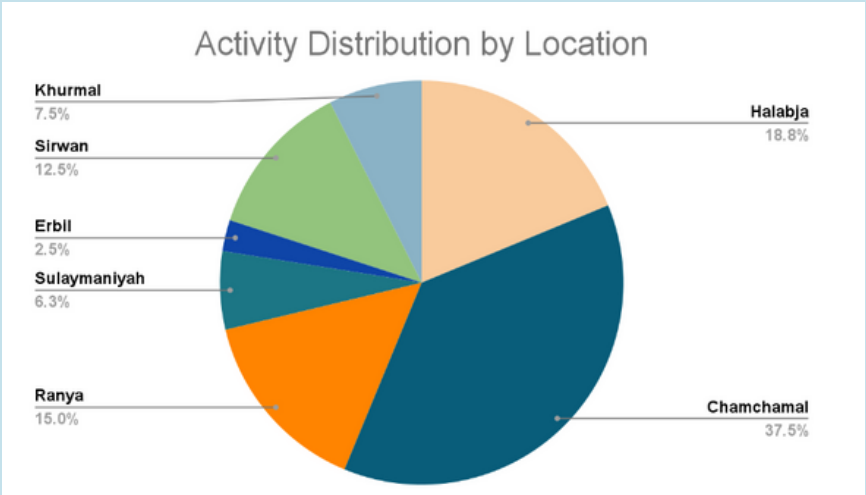
# RESULTS

## Outcomes

This table presents the performance indicators and progress of Sparda’s projects throughout 2024, tracking activities and outcomes across different months for its two key initiatives, Communities Connector and Yalla Chamchamal. It records the number of individuals reached or trained each month, providing an overview of the organization’s engagement efforts across various regions.

Month	Project 1 (Communities Connector Activities	Project 2 (Yalla Chamchamal) Activities	Project 1 Beneficiaries	Project 2 Beneficiaries
June	7	0	85	0
July	8	0	148	0
August	10	0	367	0
September	16	0	352	0
October	6	0	142	0
November	0	2	0	24
December	7	4	169	771 (49,000 + online)
Total	60		51,058	

Additionally, the accompanying pie chart illustrates the distribution of activities by location within the Kurdistan Region of Iraq, offering a visual summary of where Sparda’s initiatives were most active during the year.



# Testimonials

Participants of Effective Communication Training by Sana Mahmmod in Halabja Youth Center: "It was enjoyable and not boring. The activities kept us engaged, and everything was well explained so we learned a lot."

"Honestly, it was a very good and successful course, showing how to build good connections with others, both personally and in the workplace."

Participant of Photography Course by Bakhtyar Hassan in Ranya: "Many thanks to you, keep up the good work. Thank you for serving the youth and giving them opportunities to develop themselves."

Participant of Business Training Course by Huda Hassan in Chamchamal: "I hope these projects expand so that more young people in our area can participate, because we have really benefited a lot from them."

Participant of Art of Selling Training by Sara Abdullah in Chamchamal: "May God bless you. Truly this was something new and unique. I hope it will be held again so I can participate in the trainings once more."

Participant of Brand Marketing Training by Zana Hasib Hussein in Ranya Youth Hub: "Many thanks. The trainer was very calm and confident, with great expertise in brand creation. Most importantly, he explained everything very clearly and gave participants thorough understanding. We wish him health and wellbeing, and we hope Dr. Zana will continue offering more trainings."



# SPARDA STAFF DEVELOPMENT

At Sparda, our staff are the cornerstone of building a safe, supportive, and welcoming environment for everyone we serve. We regularly provide staff development trainings to strengthen skills, improve teamwork, and nurture a positive workplace culture. Below is an overview of the trainings completed by Sparda's team in 2025.

## Activities

**Team Building Training – Ashur Hotel, Dukan, Sept 28–29, 2024 – 9 participants (6 male, 3 female)**

Led by Dr. Dana Fadhil Mohammed, the training strengthened communication, teamwork, and creative problem-solving skills among Sparda staff.





# PARTNERS



Kingdom of the Netherlands

spark

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**CHANGE II**



روتانا  
Rotana





## Contact Us

Reach out to our dedicated team for any inquiries, assistance, or information you need.



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