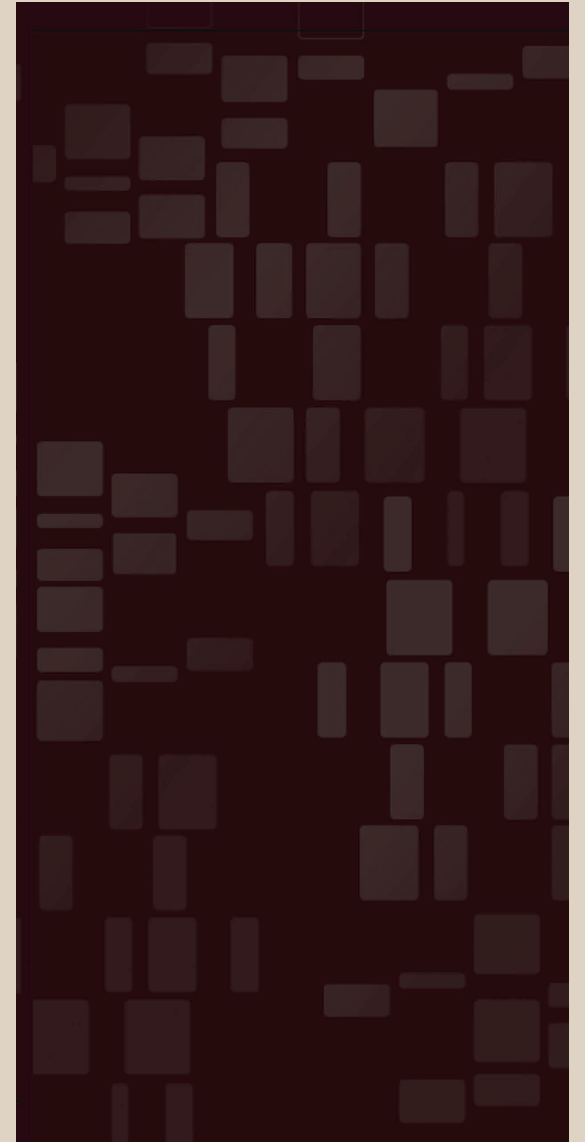




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“

...create a new  
'Shampan  
culture'...  
volunteers in  
the Foundation  
are there to  
serve - not to  
be served.



I remember reading an article a couple of years ago where research was showing a disturbing trend. Many charities, voluntary organisations and schools were finding it more and more difficult to recruit volunteers. The thing that amazed me was that many new volunteers were wanting some kind of remuneration and/or all their expenses paying. This went against everything I believed about those who volunteer. Of course, some organisations are willing to repay expenses incurred but in my opinion that should be seen as a 'bonus' rather than a 'right'.

In May 2013, I went to Bangladesh to visit the projects we support. I met our workers, the volunteers and many of the young people who benefit from the work of the Foundation. The first thing that struck me was the extreme gratitude these people had for the support we were giving. The culture in Bangladesh is to 'honour' visitors - especially when an old white man who is Chairman of the Foundation is visiting.

However, when I had an opportunity to speak, I reassured them that I, too, was a volunteer. I was not paid to go to Bangladesh. I paid my own fare. I was there to serve them as a volunteer - just like the locals. This confused many. Rubel, our CEO explained that we needed to create a new 'Shampan culture' in Bangladesh - understanding that volunteers in the Foundation are there to serve - not to be served.

I was thrilled by the amazing things I saw. It is possible to make a huge difference in the lives of many young people and their families with a relatively small amount of money. You will read in this brochure the joys and the challenges of working in an area of deep poverty. I must publicly express my gratitude to Liakath Ali, our Programme Manager on the ground in Bangladesh. He has been diligent to make sure that every penny sent from the UK has been used effectively with no waste. There have been times when it has been difficult for us to actually get money into the bank in Sylhet. Liakath has been amazing at managing the resources he had.

Overall, we have managed to balance the books this year but this is only because of the hard work and diligence of our volunteers both here in the UK and in Bangladesh. The view that Rubel and I took during our visit was that we are currently a 1 star charity - which, I think, is an amazing achievement in such a short space of time. There were some excellent changes in infrastructure that were implemented while we were there. By this time next year we could well be 2 star+.

Joff Day  
Chairman Shampan Foundation  
[joff.day@shampanfoundation.org](mailto:joff.day@shampanfoundation.org)

As the Shampan Foundation moves into its second year of activity, we would like to share our successes with you as well as highlight the key challenges we face going forward.

We were very quickly able to establish several projects in Sylhet, Bangladesh thanks to the commitment, dedication and hard work of the staff team. These projects are able to provide a safe and secure environment for children and young people to enjoy sports and develop their skills. Attendances continue to be staggeringly high with over 1,000 young people registered.

In May 2013 we delivered more training to our key workers. As a result of our observation of their skills and commitment to the projects, we were able to employ seven more staff on a full time basis. This training gave the staff team the skills and confidence to continue to establish the work of the Foundation in the key areas.

We were also able to deliver a bespoke Shampan Foundation Football Coaching Qualification to volunteers and young leaders. This qualification was delivered by a UK A Licence qualified Tutor.

We have a small office for the operational base for the Foundation in Sylhet. We have also completed the build for our primary school ICT Centre in Golapgong. We have taken some of the sports teams into local tournaments with really positive results - some of the teams reaching semi-finals and finals.

Our archery project entered three young people into the National Youth Games where they won two gold and one bronze medal - a magnificent achievement for them and us!

However, the most important result is that many of these children and young people have never left their immediate neighbourhood or mixed with different people. Abject poverty and the cycle of this poverty meant that young people would grow into adults in the same way as their parents and grandparents.

In January 2013, we started a new project in a town called Moulvibazar a two hour drive from Sylhet. A number of

new volunteers have been recruited for this project, many of whom are ex-league football players in Dhaka.

Though we have achieved some success and made some positive change for a large number of children, young people and volunteers, we still have a long way to go in realising the long term aims and objectives of the Foundation. All organisations face issues and challenges. For us the key challenges in 2013 include:

- Ongoing recruitment, induction and training of community sports coaches and volunteers.
- Fundraising - increase current levels and continuously improve the quality of service delivery.
- Develop and sustain networking and partnership opportunities both in the UK and in Bangladesh.
- Managing expectations: being transparent with all our stakeholders - including the children and young people- about what is realistically achievable with the resources we have available and to clearly define what the Foundation aims to do.
- Transporting the young people - we have acquired two mini-buses in order to safely transport young people. As some of the projects work in rural areas our concern in particular is for the safety of the participants.
- Complete the primary school ICT Centre.

On behalf of all the young people, I would like to take this opportunity to thank you all for your ongoing support to making the Shampan Foundation a reality.

Rubel Ahmed  
CEO Shampan Foundation  
rubel.ahmed@shampanfoundation.org  
07817 460134

# INTRODUCTION

RUBEL AHMED (CEO)

04



## 05 SHAMPAN GROUP

SHAMPAN  
Bromley - Welling - Westerham

Shampan Group has celebrated much success particularly in the past two years which has seen the opening of our newest addition to the group, Shampan at the Spinning Wheel in Westerham which opened in July 2011. That same year we saw Shampan 3 in Welling receiving the accolade for the 'Best Indian Restaurant in London Suburbs for 2011'. Shampan Group's success continued into 2012 where Shampan at the Spinning Wheel was titled 'Newcomer of the Year in the South East Region' both by the British Curry Awards.

Within that same year, 2012 gave us the opportunity as a Group, to introduce the charity arm of the business; Shampan Foundation. This has always been an ambition of the Group and is something which is very close to our hearts. There

is no greater gift than the gift of giving and we have always wanted to be in a position where we were able to give to those in a less fortunate position than ourselves. We (the Group) have all witnessed first-hand the abject poverty and hardship that is prevalent in Bangladesh and even though we knew that we couldn't eradicate all the hardship that these young people go through we wanted to have a positive impact on the lives through the power of sport.

We have all been extremely blessed to be able visit all the projects of Shampan Foundation and feel humbled by what we saw. The work that is being carried out by the Foundation staff and volunteers is overwhelming and is proof that the Foundation is making a real difference in the lives of young

people as well as the communities.

We are grateful to all the volunteers in Bangladesh, special thanks to them all for the hard work and dedication that they all put in to building the Foundation from ground level. A word of thanks needs to be extended to the Board of Trustees and our Chairman, Joff Day, in steering Shampan Foundation in the right direction. A big thank you goes out to all our supporters over the past year as well as our current sponsors and all the young ambassadors

Sufian Miah  
Proprietor of Shampan Group,  
Founder of Shampan Foundation  
sufian.miah@shampanfoundation.org



## SHAMPAN FOUNDATION

### WHAT IT WAS SET UP TO ACHIEVE

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#### AIMS AND OBJECTIVES:

1. To promote social inclusion through sport and youth focused activities to those who are socially excluded and face abject poverty.
  2. To develop a culture of ownership and responsibility through youth led empowerment and participation activities in the interest of social welfare which are designed to improve the conditions of life, develop skills, capacity and capability to enable them to participate fully in society.
  3. To raise aspiration and ambition by providing opportunity to access and continue in education including physical education.
  4. To work in collaboration with partners to provide access to facilities and resources for whole communities with the aspiration of achieving social inclusion and improving conditions of life.
- 

#### SPORT FOR SOCIAL CHANGE

The Foundation was set up to use sport as a vehicle to create social change and develop opportunities to create pathways for our young people and volunteers so that they can become active citizens who are able to fully engage in society and take responsibility for their own lives.

Through engaging in sports the Foundation strongly believes that young people can develop skills and knowledge and gain experience that are transferable in supporting them throughout their lives.

The social, environmental and cultural context in which the Foundation operates and delivers its core activities provides us with additional challenges including abject poverty, regular and frequent political disruption, lack of facilities, and attitudes that are engrained in the history of the country surrounding poverty.

#### SPORT FOR COMMUNITY DEVELOPMENT

The approach that the Foundation has taken follows seven fundamental principles:

##### **1. Commit to long term work at the heart of the communities in which we deliver**

We are here for the long haul and this key message offers security to our partners, supporters and

young people. This is a “lifelong commitment for the Foundation”.

##### **2. Reflect participants’ interests and look to develop progression routes**


The Foundation is creating a listening culture. This has been crucial in us trying to understand the challenges we are facing and supports us in finding solutions and growing as an organisation. We understand mistakes will be made along the way whilst we are learning and we are absolutely committed to being solution focused. A direct result of this approach is that participants will stay with the Foundation longer and volunteer making a greater impact and creating a sense of achievements.

##### **3. Taking time to establish mutual trust**

This is essential for the sustainability and growth of the Foundation. The Shampans family is big and getting bigger with a huge diversity of people from all cultures, races, religions and backgrounds. The Foundation is about creating change and supporting people. When dealing with marginalised communities it is so important to value people and treat them with respect and dignity and try to create a level playing field.

##### **4. A well trained workforce**

The delivery team of coordinators, coaches and volunteers are the heartbeat of the foundation.



It is essential in moving forward that we develop our staff team. We will be delivering project management training, ICT training, partnership development training and a youth leadership programme bringing all our projects together to create a young people's committee that will ultimately take over the reins at some point in the future when they are ready and equipped to do so. Here in the UK our volunteers include international sports for social change trainers, national award winning restaurant owners and social change project managers.

#### **5. Offer education and vocational training alongside sport.**

Our primary school building and scholarship scheme supports our intention to introduce education and learning with a young people focused approach. We call this Youth Work in the UK. Training up our staff to deliver workshops alongside sport, offer one-to-one support, equip and empower young people to develop and gain skills, and ultimately increase the opportunity for every child in our projects to have access to a community coach is crucial. The community coaches are significant positive role models for the young people they work with.

#### **6. Partnerships add immense value.**

The Shampan family is growing every day and we now have eight official sponsors. We have an amazing amount of support from the Shampan Group customer base and all our family and friends who have contributed with time, finance and support. In Bangladesh over 20 volunteers have been working for the cause without any financial reward. This is the "purest" act of citizenship there is and the Foundation cannot thank the volunteers enough for the achievements to date.

#### **7. Constantly evaluate, learn and improve.**

Monitoring, evaluation and reflective practice are important components of this approach to continually improve services, evaluate the impact and demonstrate success. As we grow we will need to meet funder requirements and we absolutely have to step up to the challenge of becoming a charity that is "fit for purpose" with robust governance. This will take time as we continue to learn. All of our trustees have visited the Foundation and have committed time to quality assure our work and to be a big part of the training and development of the Foundation.



# MEET THE PROJECTS

## HOCKEY AND ARCHERY

The hockey project meets twice a week for three hour sessions where they practice and train with a view to competing in tournaments. There are 22 young people in the current squad ranging from 12-18 years of age. Hockey is a sport loved in Bangladesh; however, a lack of facilities and the cost of expensive equipment have prevented this project from taking part in competitions until now.

The archery project is accessed by a mixed group of young people. There are currently two sessions per week with 18 attending aged between 13-19 years old. The group is doing really well but are hampered by the lack of suitable equipment, bows often break and have to be fixed in place with tape as these are expensive to replace but necessary to have. Moving forward they would love to play in the league and compete against the best in the country.



"The talent, commitment and passion is here. We just need opportunities to travel to some national tournaments and put the Foundation hockey team on the map"

Jubel Lusi  
(Foundation Staff, Nationally Qualified Hockey Coach and Ex Bangladesh International Player)



“ Sport has the power to change the world  
” Nelson Mandela

The girl's football team at Doli Doli gardens tea estate has been established through a fantastic partnership with the management of the tea garden. We have been able to access 50 girls and young women to take part in two weekly structured coaching sessions. Often these girls are working and unable to enjoy sports and have their own space. Through our amazing female staff we have been able to deliver essential workshops with the girls who have attended tournaments with the team at the city's only sports stadium.

This was the first young women's tournament in Sylhet in its history and went a long way in promoting inclusion and the rights for girls and young women to participate in sport. Three young women attended the induction training with senior volunteers and are leading the way as volunteers themselves taking ownership of every aspect of their group.



"The girls have increased in confidence and have a passion and love for the sessions. So committed and patient, they recognise the limitations but are just so happy to have a space for themselves twice a week. As a mother of teenagers I see the changes that these young women will be making in shaping the future of women in Sylhet. Thank you so much to the Foundation for giving these young women a chance"

Marian Choudray  
Female Sports Coach and Community Worker



"I have walked past the stadium once or twice but never in my life did I think I would be allowed to go in let alone play in a tournament and the final, well we won 4-0. I have not stopped dreaming happy dreams for days."  
Rumi Begum

“ Do you know what my favourite part of the game is?  
” The opportunity to play.  
Michael Singletary



Sylhet - like anywhere in the world has children and adults who are mad about football. We have five separate projects each delivering two sessions per week. Borjaan Tea Estate, Khan Tea Estate, Srium Pur, Shiraj Uddin Academy and Anando Shongo Teleray. Over 200 young people attend regularly and are coached by our volunteers and staff. The young people range from 10- 18 years of age and take part in local matches in addition to training.

In the last five months the Foundation has branched out to an area of Sylhet that is a two hour drive from all our other provision. The decision was taken to expand by Liakath Ali. He understood that the Foundation’s good work had spread through word of mouth to Moulvibazar. They are very willing volunteers but they needed some start up guidance and training to align with the Shampan Foundation’s objectives. Two of the Trustees visited the project and were given a hero’s welcome. The Foundation coaches 150 children in Moulvibazar with six strong volunteers three times a week.

“There was so much good will from people, we were able to access the stadium free of charge and had offers of volunteering from ex-football players who were committed and needed to belong somewhere again after football had left them with no exit routes. It was a chance I couldn’t miss, even though we are stretching ourselves seeing the smiles on the children’s faces confirms I made the right call”

Liakath Ali  
Programme Manager, Bangladesh



Mujibar Rahman  
Football Coach



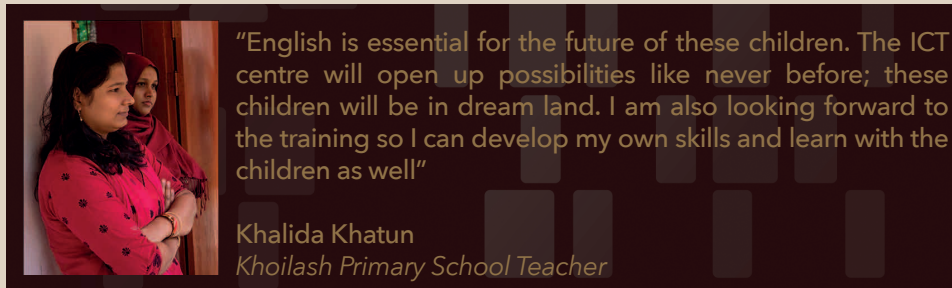
Jontu Das  
Football Coach



## EDUCATION

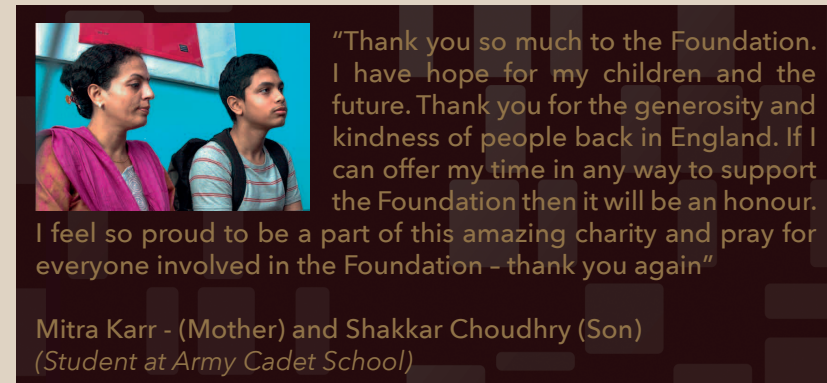
### PRIMARY SCHOOL BUILDING - ICT CENTRE

The Foundation has built an office and has completed an extension ICT room with eight computer terminals. The school has 200 children aged 6-12 years and is committed to primary school education. The school was recently recognised by the government as a high achieving school and now various grants have been awarded to the school by local governments. The school is getting ready to embrace the technological world. Plans are being developed to employ a full time ICT tutor, send over PCs and purchase soft furnishing to offer the students opportunities to learn English and use ICT to open up a whole new world. The school has signed a charter to ensure all children have at least two hours of structured sports activities per week. This demonstrates a huge "can do attitude" as space is so limited as is the skill set of staff to deliver sports but that has not prevented the four female staff and head teacher in embrace change.



### SCHOLARSHIP PROGRAM

Set up to support young people and their families who otherwise would not be able to educate their children. The education bursary recognises gifted and talented young people and offers full or half bursaries depending on the financial circumstances of their parents/carers. We have advertised primarily through word of mouth and have awarded 12 students full bursaries and two children half bursaries to date. There are 30 families who have applied and are on "hold" due to lack of funds.



Mokabbir Ali  
Education/Finance Officer



## DRUGS REHABILITATION PROJECT

This is delivered once a week by a very special Foundation staff member who himself has transformed his life and now leads on transforming the lives of others. There is lots of stigma and stereotypes attached to working with this group. The Foundation has been proactive in recognising the need for this work. Essentially delivered through playing sport, the group of 16 young adults meet once a week and receive one-to-one counselling and group work sessions aimed at focussing on their specific needs.

Once the young adults demonstrate a commitment to change the Foundation helps source food, paid labour work and develop skills to reintegrate them where possible back to their families. Two young adults are on their way to rehabilitation and now volunteer for the Foundation thanks to the very special skills of our Outreach Worker (Guljar Hussein) who has often worked through the night in supporting them. Much more is needed to develop and support this group but it has been an amazing first year on very limited resources.

Sports session for children of substance users



"I became really isolated from my family and community through my antisocial behaviour and drug taking. There was lots of peer pressure and this just resulted in me feeling even more alienated from my community. The work of the Foundation gave me a sense of hope that I could find my place back in society. They helped me with food for my kids and top-ups for my phone so that we can stay in touch. Most importantly they made me feel like a human being again. I'm volunteering now and want to give back to others who were in the same place as me."

Shahid

"I used to be an engineer but somehow or other I got involved in taking heroin. It really messed up my life and caused massive problems in my family. I got involved with crime to pay for my habit and this made things worse. I met Liakath and really it changed my life. Now, for the sake of my children, I want to stay clean and be a role model for others. It's still difficult at times but I know I have the support of the Foundation who have really helped me."



Nurul Islam



"Thank you to the Shampan Foundation for everything you have given these young people. We are slowly changing their mind set and teaching them new things every day. The Shampan Foundation has given them a family; somewhere they feel they belong and have access to, without fear of judgement or recrimination"

Guljar Hussein  
*Community Coach and Outreach Worker*



Youth Leadership Training

## YOUTH LEADERSHIP

It is better to lead from behind and to put others in front, especially when you celebrate victory when nice things occur. You take the front line when there is danger. Then people will appreciate your leadership.

*Nelson Mandela*

“ ”

We have in place a two year development plan starting June 2013, which was produced following a detailed review and assessment of the Foundation.

Training and workforce development is one of our top priorities. We have plans to do the following:

- Paid work for seven of our top volunteers
- A coaching qualification in football to 20 volunteers and young leaders
- A community sports leaders award
- A number of guest trainers have been identified to visit and deliver bespoke training including project management and partnership development.
- As Foundation trustees and staff in the UK, we have a number of skills in our day jobs that will hugely benefit the Foundation and we will deliver to our staff and young leaders on our regular visits.
- Self-defence classes and women's leadership programme delivered in partnerships with partners in Dhaka.
- The development of a young people's committee
- International work experience opportunities - young leaders from the UK to gain valuable experience in working in the Foundation for 4 - 6 week periods.



Shalome Renuka  
Youth Development  
Worker



Imtiaz Pavel  
Training and Workforce  
Development





Mugibur (18) and Joanna (17) have been ambassadors for the Foundation for over a year now, championing the cause and getting the name and message of the Foundation out into the public domain.

"We are looking forward to volunteering again at the Shampan Foundation fundraiser and learning about what developments have taken place over the past year" (Mugibur and Joanna)



Sara (13) and Zidan (12), both received an award from SPIRE Institute which they are donating to the Shampan Foundation, this award was an offer to attend and train at the SPIRE Institute (Cleveland, Ohio, USA). The aspirations for the future is to give the young people who are involved in the foundation a chance to train at this fantastic institute.



## YOUNG AMBASSADORS

"The Foundation is very proud of our young ambassadors, they are real role models and through their excellent example we hope to recruit many more ambassadors for the Foundation."  
Oliur Rahman  
Operations Manager, UK



"On behalf of SPIRE Institute we are pleased to be able to partner and support the efforts of the Shampan Foundation through the scholarships that were awarded on Zidan and Sara Miah's behalf for consistent excellence in athletic achievement while training at SPIRE's Michael Johnson Performance Center.

These scholarships will offer inspiration to deserving young athletes selected by the Shampan Foundation who aspire to "achieve" through sport and hopefully reinforce the idea that sport has an innate ability to unlock the full potential of the human spirit.

We look forward to the start of Zidan's journey as a student-athlete at SPIRE Academy this fall where he will be training full-time to excel at the sport of soccer – the world's most beautiful game."

Gary J. Smallshaw-  
Executive Director, SPIRE Academy



# 15 SPONSORS

Shampan Foundation is pleased to introduce the sponsors of the Foundation. This support allows us to sustain our basic delivery model in Bangladesh and goes straight to the grassroots delivery where it is needed most.



We are delighted to get involved with the Shampan Foundation to deliver aid and support back to the Bangladeshi communities. We take pride in where our products are created and wholly support a Foundation as such that gives charity directly to the ones in need.

Habibur Rahman  
Director



I would like to congratulate Shampan Foundation on their second annual fundraising event

Kingfisher Beer has been a supporter of this charity since its inception, and we feel proud to be associated with Shampan Foundation, striving to change the lives of young people in Bangladesh through sports.

Frank Sequeira  
Manager



Kansaras are firm believers in the objectives and the philosophy of the Foundation. The work which the Shampan Foundation has carried out and the work it intends to carry out to bring better living standards, education, sport and better social skills to some of the poorest people in the world is heart rendering. We are proud to be involved with the Shampan Foundation.

Indira Kansara  
Owner



As a leading provider of online services to the British Bangladeshi catering community, Curriesonline.co.uk is proud to support 'The Shampan Foundation' in its concerted effort to help the poor and deprived in Bangladesh. We are wholeheartedly supportive of the fantastic strides which the Foundation is making to better the lives of Bangladeshi children and families and look forward to seeing these changes take effect.

Shamin Hoque  
Director



The Positive Youth Foundation exists to provide support to young people who are deemed vulnerable or at risk of living in challenging circumstances. The link with the Shampan Foundation is an excellent opportunity for us to broaden the support we offer, as well as helping young people we work with in the Midlands to understand the plight of their peers in a country with its own challenges. We hope to genuinely contribute to the efforts of the foundation to better the lives of young women and girls through personalised support and opportunities.

Rashid Bhayat  
Director



Wrap It Up! is very honoured to be a part of such a fantastic charity and cause. We know the support we give will make a difference to the lives of children in Bangladesh and wish the Foundation staff the very best in moving the Foundation forward.

We look forward to hearing the stories.

Tayub Mushtaq  
Director



We the, Ivory Arch Family, are very proud to support the Shampan Foundation and all the charities connected with them.

Bahar Uddin  
Director



I have been astounded by the work Shampan Foundation has been doing over the last year in Bangladesh. This give me the pleasure of being a sponsor to a great charity.

Jahid Uddin  
Owner



## SUPPORT US

HOW EVERY PENNY MAKES A DIFFERENCE

How far you go in life depends on your being tender with the young, compassionate with the aged, sympathetic with the striving and tolerant of the weak and strong. Because someday in your life you will have been all of these.

*George Washington Carver*

“ ”



## DONATE

- Make a monthly or single donation via Paypal. You can donate online by visiting [www.shampanfoundation.org/support-us/](http://www.shampanfoundation.org/support-us/)
- Leave a legacy and donate through your will.
- Donate equipment or kit.
- Donate for a specific project or item, we are currently raising funds for the purchase of a mini bus and to buy equipment for our sporting projects.

## DO YOUR OWN FUNDRAISING

- Get your Shampan Foundation Fundraising Pack and start fundraising! There are plenty of ways in which you can help, cake sales, coffee mornings, fun runs and many more

## CAMPAIGN FOR US

- Become an ambassador for the Foundation to help raise awareness and our profile. Join our mailing list for updates on our work and discover new opportunities which you can get involved in.

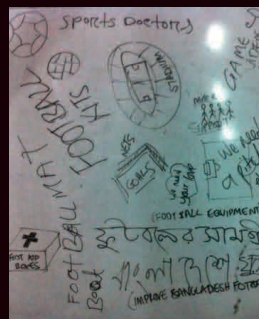
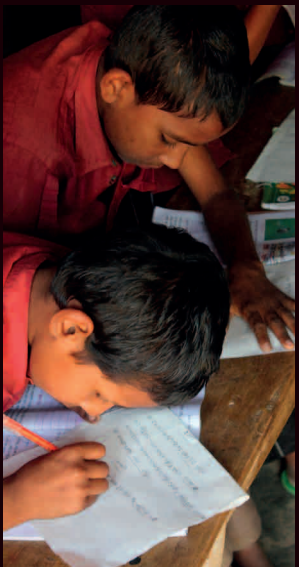
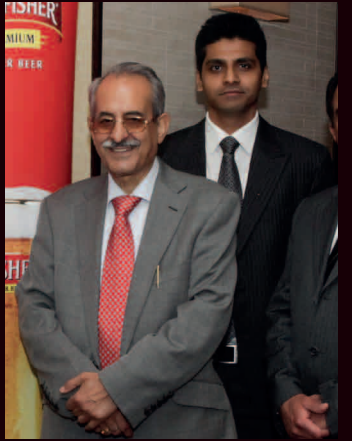
## BECOME A PARTNER

- Whether you are a business, charity or not for profit organisation there are plenty of ways in which you can support us from in-kind gifts and offering knowledge and expertise.

## VOLUNTEER

- Whether you are an individual or a company there are many ways in which you can volunteer with the Foundation. Tell us about your skills and interests and we can match them with a role.

SHAMPAN FOUNDATION  
LLOYDS BANK  
Sort Code 779141  
Account No 70588768



# THANK YOU

## SUPPORTERS

A huge thank you to all the people who have supported Shampan Foundation including friends, family, customers, colleagues, volunteers (UK and Bangladesh), sponsors and partners. So many individuals and organisations have supported us to date and on behalf of all the children, young people and families in Bangladesh

THANK YOU.

## PARTNERS

A very special thanks to our partners. They have been instrumental in the developmental process of establishing Shampan Foundation. These organisations have shown huge commitment and willingness to the core values of the work of the Foundation. They have contributed time, expertise and finance to get the Foundation to where it is today.

Taffazul Islam (UEFA A Licence Football Coach)  
 Shampan Group Staff  
 Michael Johnson Performance Center  
 SPIRE Institute (USA)  
 Nirvana Inn, Sylhet  
 Kansaras  
 Curries Online  
 Kingfisher  
 Andrew Mongi of Re-Root Designs (Brochure Designer)  
 Melzina Nadoo (Foundation Accountant)  
 Lloyds Bank  
 Vadukul and Khalique Studios (Foundation Photographer)  
 BMW/Mini Cooper (Tunbridge Wells)

Active Communities Network  
 Changebox Training and Development  
 Shampan Group  
 Newlandscape  
 Karibu Hosting  
 Young Ambassadors

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