





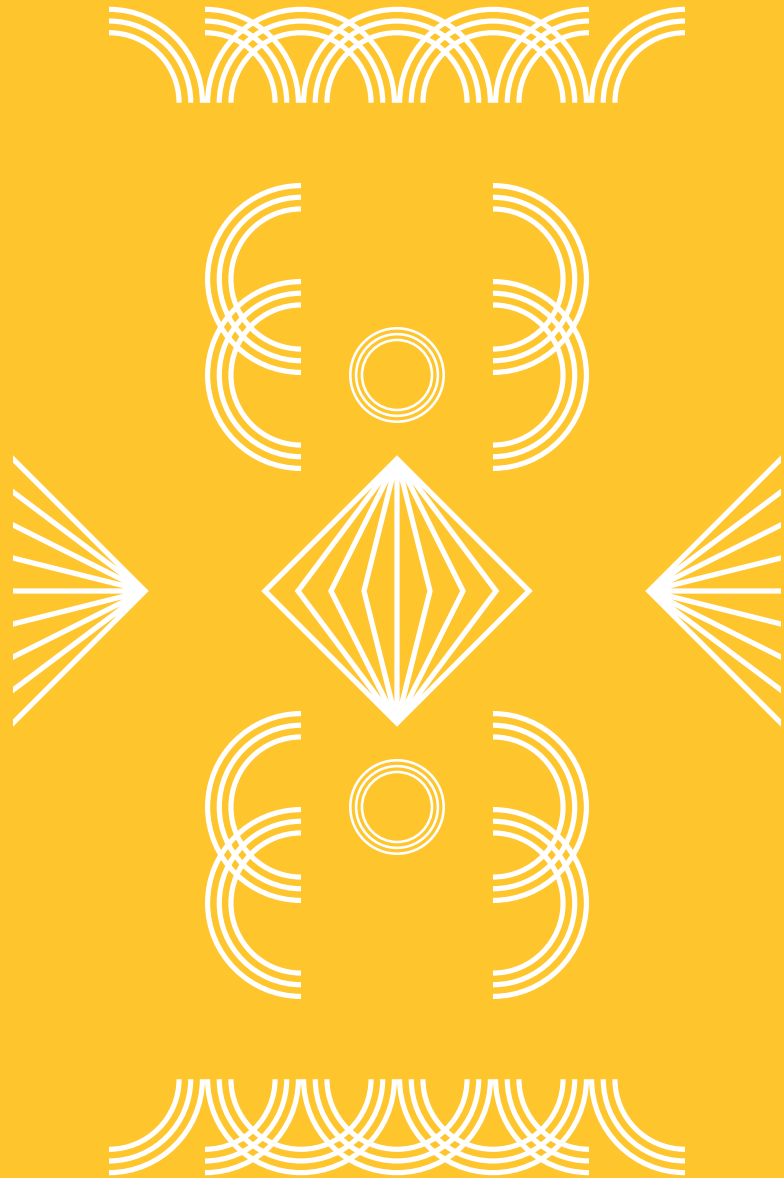


*Buggaan waxa qoray dhamaan anaga,  
iyo dhamaan kuwii naga horeeyay.*



*This is a book written by all of us,  
and all who came before.*





*HAA HAA!*  
*HELLO HELLO!*





**CUTUBKA 1**

*Waa maxay Balanqaadka aan Siinayno Aduunyada?*

*What Is Our Promise to the World?*

— 9 —

**CUTUBKA 2**

*Waa Maxay Waxyaabaha Yaryar ee Aan samayn karno?*

*What Are the Small Things We Can Do?*

— 58 —

**CUTUBKA 3**

*Laga Bilababo Daadadka ilaa Wabi Awood badan*

*From Streams to a Mighty River*

— 67 —



1

**WAA MAXAY  
BALAN QAADKA  
AAN SIINAYNO  
ADUUNYADA?**

**WHAT IS  
OUR PROMISE  
TO THE WORLD?**

*Waxkasta oo aan samayno  
waxay kudhisan yihiin  
saddex mabaadii' oo  
aasaasi ah oo si wanaagsan  
u aaminsanahay. Kuwaan  
ayaa saldhig u ah dhamaan  
madaabii'da, hadalkeena,  
iyo talaabo kasta oo  
aan qaadano iyo go'aan  
kasta oo aan gaarno.*

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EVERYTHING WE DO IS BUILT ON THREE CORE BELIEFS THAT WE HOLD DEAR. THESE UNDERPIN ALL OUR VALUES, OUR PURPOSE, AND EVERY SINGLE ACTION THAT WE TAKE AND DECISION THAT WE MAKE.

#### MABAADII'DEENA | OUR BELIEFS

Waxaan aaminsanahay inuu jiro cadaalad fudud oo dadka uleeyahay si ay nolol udhistaan.

WE BELIEVE THAT THERE IS SIMPLE HUMAN JUSTICE IN THE CHANCE TO BUILD A LIFE.

Waxaan aaminsanahay aduunyo barwaaqo ah oo ay kabuuxaan dad cajiib ah kuwaasoo doonaaya inay nacaawiyaan.

WE BELIEVE IN AN ABUNDANT WORLD FULL OF AMAZING PEOPLE WHO WANT TO HELP.

Waxaan aaminsanahay samaynta wax wanaagsan.

WE BELIEVE IN DOING A BETTER THING.



We inspire  
AND  
UNLEASH  
The  
ABUNDANCE  
IN EVERY  
human Being







WE BUILD A  
MEANINGFUL  
LIFE FOR  
AND WITH THE  
DISPLACED



## HADAFKEENA | OUR PURPOSE

*In aan dhiirigalino daahana karogno  
barwaaqada kujirta qofkasta oo  
bani'aadam ah.*

*To inspire and unleash the abundance in every human being.*

Halka dadka kale kaliya ka arkaan xanuun, waxaan anagu aragnaa farxad iyo awood badan. Meesha dadka kale ka arkaan cabsida, waxaa daaha karogaynaa barwaaqo: gudaha naftayada, iskaashatadeena, iyo dadka aan la kulano. Waxaan si fudud unahay shaqaalaha wanaaga dadka kale.

*Waxaan jihataynaa wanaaga dadka maalinkasta.*

Aduunyada waxaa kabuuxa dad cajiib ah kuwaasoo doonaaya inaad caawimaad fidiyaan. Waxaan daaha kaqaadnaa barwaaqadaan markaan fursad kusiino ayagana ay imaadaan, adeegsadaan hibooyinkooda, ayna lagula shaqeeyaan qaabab macno badan uleh ayaga. Waa arin shaqsi ah.

Where others see only pain, we see joy and potential. Where others see scarcity, we unleash abundance: within ourselves, our partners, and within those we meet. We are simply servants of other people's goodness.

*We channel the idealism of everyday people.*

The world is filled with amazing people who want to help. We unlock this abundance when we give them the opportunity to come in, to use their gifts, and to work with us in ways that are meaningful to them. It's personal.

## SHAQADEENA | WHAT WE DO

*Waxaan dhisnaa nolol macno leh  
aana kacaawino dadka  
barakacyaasha ah.*

*To inspire and unleash the abundance in every human being.*

Waxaan aaminsanahay inuu jiro cadaalad insaani ah oo lagu abuuri karo fursad lagu dhiso nolol. Markaan aragno dad guryahoodii kaqaxay, kuwaas oo kasoo barakacay wadankooda ama noloshooda, yoolkeena ayaa noqon kara inaan diirada saarno baahiyahooda aasaasiga ah. Taasina waa mid muhiim ah.

Laakiintaasinoolaansho — imana ahan nolol. Nolol waa mid ay kabuuxdo farxad, sharaf, xariir, iyo ujeedo. Waana taas waxaan doonayno inaan dhiso.

Waxaan nahay urur furan kaasoo si dhaw ula shaqeeya dadka muhaajiriinta ah ee qaxootiyaasha ah, dadka lasoo tahriibiyay, iyo kuwa dhaqaale doonka ah, si aan ula dhiso naqshad xilal kacaawinaaya inay dhistaan nolol buuxda oo rajo leh — nolol kuhaboon ayaga.

We believe there is simple human justice in the chance to build a life. When we find people displaced from their homes, countries or lives, our instinct may be to focus on their basic needs. And that is essential.

But that is living — it is not a life. A life is filled with joy, dignity, connection, and purpose. And that's what we aim to build.

We are an open family of organizations that works closely with refugees, trafficked persons, and economic migrants, to co-design solutions that help them build full and fulfilling lives — lives which are alight.



A photograph of a woman and two children in a rural setting, overlaid with a blue tint. The woman is standing in the center, wearing a striped sleeveless top and a patterned skirt, with her right arm raised. Two young children are visible: one on the left sitting on a large rock, and one on the right standing. The background shows a wooden door and a wall. The entire image is covered in a semi-transparent blue filter. In the center, there is a white text overlay with a hand-drawn, radiating background.

And  
HOW  
Do we  
Fulfill  
OUR  
PROMISE  
???



*Waxaa jiro urur ay  
kabuuxaan dad cajiib  
ah oo qiiro leh.*

*Iskudhafnaantaan  
ayaa ah mid kamid ah  
awoodaheena ugu wayn.*

*Ahna mid kamid ah  
waxyaabaha ugu  
waawayn ee aan kufaano.*

---

WE ARE AN ORGANIZATION FILLED WITH A  
MULTITUDE OF AMAZING PEOPLE.

THIS DIVERSITY IS ONE OF OUR GREATEST STRENGTHS.

AND ONE OF OUR GREATEST PRIDES.

Marka laga tago inaan kasaamaysanahay khibradaha, hibooyinka, iyo awoodaha gaar ah, waxaa jiro mabaadii' namidaysa. Waxay hagaan sida aan usamayno shaqadeena, sida aan isdhexgal ula samayno dadka aan u adeegno (iyo anaga dhexdeena), waxayna naga caawiyaaan samaynta go'aano. Waa waxa qofba qofkeena kale kafilaayo, iyo dabcan waxa aan kula xisaabtano qofkasta inuu noqdo. Waa suurtagal.

And while we are a kaleidoscope of unique experiences, gifts, and strengths, there are a set of values that unites us all. They drive how we do our work, how we interact with the people we serve (and each other), and help us make decisions. They are what we expect of each other, and perhaps even what we should hold each other accountable for being. Maybe.

#### MABAADII'DEENA | OUR VALUES

Noqo Qof Bani'adam  
nimadu Kuwayntahay **BE HUMAN CENTERED**

Noqo Qof Geesinimo muujja **BRAVELY BE BETTER**

Faafi Farxad **SPARK JOY**

Dooro Niyad Wanaag **CHOOSE OPTIMISM**

Kubiloow Bixinta **START WITH GIVING**

Raadi Dadka Kale **FIND OTHERS**

Samee Waxaad Awoodo **DO THE DOABLE**



*“ALIGHT waxay noqon lahayd mid maran.*

*Alight naf malahaateen naf haddii aan dad jirin.*

*Marka waxaan nahay alight! Waayo waxaan nahay dadka waxaana u adeegnaa dadka.” – ABRAHAM*

**B**anii'adamku waa kuwo dhab ahaantii cajiib ah; qofkasta naftiisa ayuu aduunyo uyahay waxayna xaq uleeyihiin dadaal udhigma hibooyinkooda. Qof kastana, ayadoon laga fiirin noloshiisii hore ama xaalada uu hadda kujiro, waa in loola dhaqmaa si ixtiraam leh.

Waxaan furnaa gacmo soo dhawayn leh. Waan isfiirinaa waxaana nafteena ka aragnaa dareenka wajiga. Waxbaan waydiinaa waana dhagaysanaa, halkii aan kaqiyaasi lahayn kadibna sheegi lahayn. Waxaan aqbalnaa wixii nasoo maray, laakiin waxaan dhisnaa waqtiga taagan. Waan jecelnahay. Sharafnaa. Aragnaa.

Waxaan aaminsahay in kaliya la buuxsho baahiyaha jireed ee qofka qaxootiga aysan kufilnayn. Kuwaasoo kadhigan ujeedada, sharafta iyo rajada, dareenkii iskuxirnaanta iyo kaqayb noqoshada bulshada; kuwaan ayaa ah baahiyaha qasabka nagu ah inaan buuxino. Waa arin si qoto dheer shaqsi u ah. Waana arin si qoto dheer banii'aadamnimada laxariirta.

#### **WAYDII NAFTAADA:**

- *Qofkaan maan ula dhaqmayaa si sharaf iyo qadarin leh — qaabka aan anigu jeclaan lahaa in la iila dhaqmo?*
- *Miyaan wax kunaqshadaymayaa si tiiraanyo aqaybsi ah oo bah dilaad ah?*
- *Maan fahmayaa waxa dhabta ah ee muhiimada uleh ayaga iyo kacaawinaaya inay noolaadaan nolol kudhisan farxad, iskuxirnaan, iyo ujeedo?*



*ALIGHT would be empty. Alight wouldn't have a soul without the people. And so we are alight! Because we are the people and we serve the people."*

– ABRAHAM

**H**uman beings are truly wondrous; each one a universe unto themselves and they deserve efforts worthy of their gifts. And every person, no matter their past nor current circumstance, should be treated as sacred.

We open our arms in welcome. We make eye contact and see ourselves in the face across from us. We ask and listen, rather than assume and tell. We acknowledge the past, but create the present. We love. We honor. We see.

We believe that just meeting a refugee's physiological needs is not enough. Meaning and purpose, pride and hope, a sense of connection and belonging; these are the needs we must meet. It's deeply personal. And it's deeply human.

**ASK YOURSELF:**

- *Am I treating this person with dignity and respect — the way I would like to be treated?*
- *Am I designing with empathy and humility?*
- *Do I understand what is truly meaningful to them and what will help them live a life alight with joy, connection, and purpose?*







*“Dhamaanteen waan leenahay hiigsigaas gubanaaya, iftiinkaas... mararka qaar waxaad ubaahan tahay in qof ogaado ama arko inaad hiigsigaas leedahay uuna kaacaawiyo. Halka adiguna tookadaada, hadaad caawin karto dadka kale, taas ayaa ah saamaynta isdhaafsiga.” – DULA*

**W**axaan aaminsanahay samaynta wax wanaagsan. Qoondada kalaqoqobka bulshadu maaha dookh furan. Waxaan aad u aaminsanahay in dadku yihiin kuwo barakaysan iyo inaan kunoolaano balanqaadkeean anagoo samaynayna shaqo uqalanta banii'aadamnimeena wadaaga ah. Laakiin waxaan kalsooni kuqabnaa, hadaan shaqo fiican samayno, in aduunyadu nagu dayan doonto.

Waa *inaan* noqonaa kuwa qiimaha uyeela wanaaga. Kuwa dadku rajaynayaan oo ay aamini karaan. Sida gesinimada leh umudan si mudnaan lehna geesiyaal u ah. Leh naxariista bilaa cabsida ah cabsi la'aantana u ah sida naxariista leh. Waxaan oran karnaa—waa inaan noqonaa kuwa wanaaga badan. Inaan noqono horyaal, furaaya wado cusub.

Shaqadaan waxay ubaahan tahay geesinimo, go'aan tiirar adag, iyo doonista qaadashada halisaha, si la iskugu dayo higsiiyo cusub, iyo dabcan xataa inaan kuguul daraysano hawl mararka qaar. Kama baqayno inaan fashilano—waxaa haboon inaad wax kufashilanto halkii aadan iskudayi lahayn. Waa sidaan qaabka aan kusii bulaalayno, aana shaqo fiican kuqabanayno. Dadka aan u adeegno waxay uqalmaan taas iyo wax kale oo badan.

#### **NAFTAADA WAYDII**

- *Maan iskudayay qaabab badan ah, oo kawanaagsanaan kara kuwa hadda jira, oo aan shaqadaan kuqaban karo ama mise waxaan kudhaganahay qaabkii horay ujiray?*
- *Maan fuliyay shaqadaan balan qaaday? Miyaan kakormaray oon dhaafay?*
- *Fikirkaaygu ma wuxuu kukooban yahay deeqda?*



*We all have that burning desire, that light... sometimes you need somebody to identify it or see that in you and help you. And in turn, if you can help others, that is the ripple effect.” – DULA*

**W**e believe in doing a better thing. The status quo is not an option. We are deeply rooted in the belief that people are sacred and that we must live up to our promise by doing work that is worthy of our shared humanity. But we’re confident that if we do a better thing, the world will join us.

We *have* to be the ones who value goodness. The ones people hoped for and whom they can believe in. The boldly gentle and gently bold. The fearlessly kind and kindly fearless. Dare we even say it — we should be the noble ones. To be a beacon, signaling a new path.

This requires bravery, dogged determination, and a willingness to take risks, to try new approaches, and perhaps even to fail sometimes. We aren’t afraid to break dishes — it’s better to break one than to wash none at all. This is how we ourselves will be better, and do better. The people we serve deserve that and so much more.

#### **ASK YOURSELF:**

- *Have I considered alternative, and potentially better, ways of doing this or am I sticking with the status quo?*
- *Have I delivered on what I promised? Have I gone above and beyond?*
- *Is my thinking being limited by the grant?*







*“Dhab ahaantii, waxaa qasab ah inuu jiro heer sharaf iyo qadarin uleh dadka iyo xaaladooda, laakiin waxaan aaminsahay inaan dhamaanteen wanaag dheeri ah leenahay hadaan keeno farxad.” – IGOR*

**D**areenku nagama dhigaayo kuwo aan xirfad lahayn. Inaan qosolno. Dhoola cadayno. Aan dheelno. Inaan si qoto dheer ugu xirano dadka. Tani waa waxa aan kunahay banii'aadam. Tani waa waxa nakala saara.

Markaan naftana kahadalno, farxadu waa milhaxa, iyo muujiyaha, barwaaqada qofka. Waa qaabka aan ku ogaano inaan kunoolnahay nolol leh faya dhawr, ujeedo, iyo iskuxirnaan. Waxay leedahay awooda gudbinta dhamaan iyo awooda noo dhaqaajinaysa qaab waligeen saamyn nagu leh.

Markaan kusafarno meelaha dadka kale inta badan u arkaan meel cabsi badan, waxaan kufaraxsanahay, mar labaad iyo mar saddexaadba, inaan helno dadka qoslaayo oo dhoola cadaynaaya. Shaqadeena ayaa ah inaan taasi hormarino: Inaan ukeeno farxad, hal abuur, qurux, iyo ciyaar shaqadeena iyo shaqada dadka aan u adeegno intaba.

#### **NAFTAADA WAYDII:**

- *Sidee ayaan ugu dari karaa dareen farxad iyo ciyaar leh shaqadayda?*
- *Maan arki karaa waqtiyo farxad leh oo aan usoo joogo?*
- *Sidee ayaan ugu dabaaldagi karaa ama ugu dhawaaqi karaa kuwaas?*



*Certainly, there must be a level of dignity and respect for the people and their situation, but I think we are all better off if we also bring joy.” – IGOR*

**E**motion does not make us unprofessional, it is the heart of our profession. To laugh. To smile. To dance. To connect deeply with people. This is what makes us human. And this is what sets us apart.

To us, joy is both a catalyst for, and an expression of, abundance. It is the how we know that we are living a life of well being, of purpose, and of connection. It has the power to transcend all and the power to move us in a way that touches us forever.

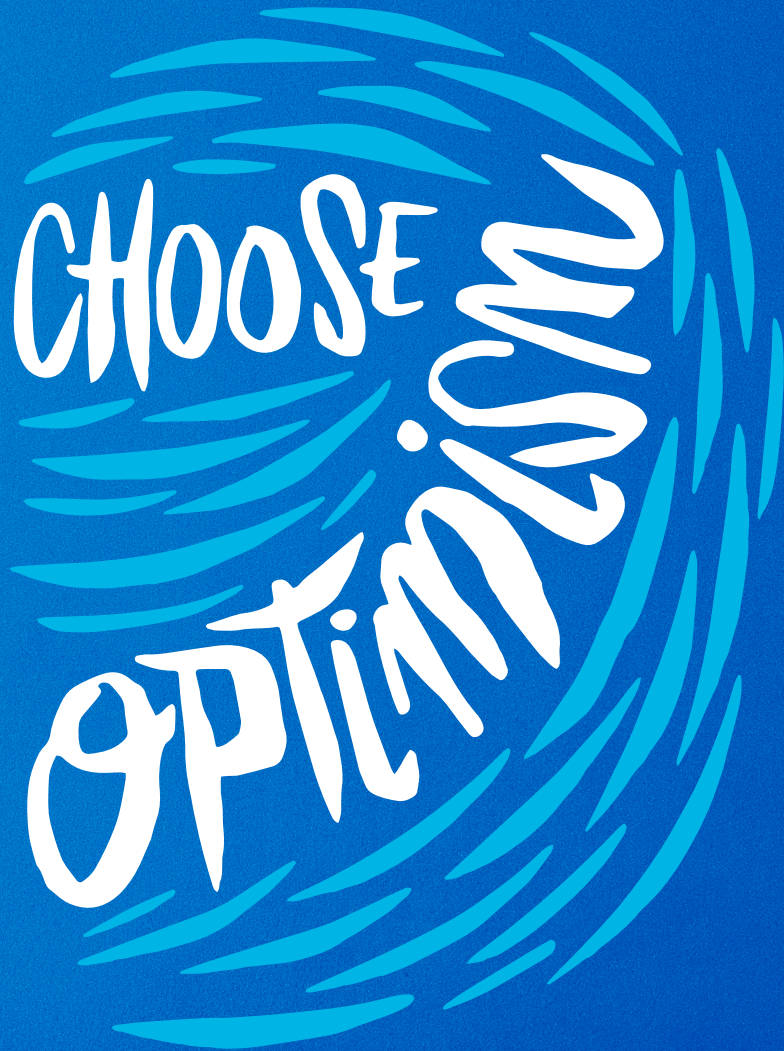
When we travel to places that others often see as scarce, we are delighted, again and again, to find laughter and smiles. Our job is to elevate that: To bring joy, creativity, beauty, and play to both our work and the people that we serve.

**ASK YOURSELF:**

- *How can I add a sense of play and joy to my work?*
- *Can I see moments of joy around me?*
- *How can I celebrate or amplify those?*







*“Madiidayno adkaanta xaqiiqada, laakiin waxaan abuurnaa waqtiyo iyo fursado lasiiyo suurtagalnimada aan dhamaan ee barwaadaha aan helno.” – STEPHANIE*

**M**uddo sanado ah, waxaan ogaanay run fudud laakiin inta badan laga badbadiyay: Niyad wanaagu waa dookh: Haddii aan aamino in waxyaabaha aan rabno macquul yihiin, way noqonayaan. Haddii aan doorano inaan diirada saarno dhanka wanaagsan, wada ayaa furmaysa. Haddii aan aamino dhanka wanaaga ee dadka, waxay kakormayaan himilooyinkeena.

Tani kama dhigna inaan nahay kuwo tabar yar laakiin waa kasoo horjeedka taas. Waxaan karunsheegnaa xaaladaha aan kushaqayno iyo dhamaan caqabadaha dadku soo mareen. Waan qadarinaa tan, laakiin kuma qanacno. Waxaan raadinaa rajada ayada ayaana wax kudhisnaa.

Waxaan aaminsahay inaan dadku lagu qeexi karin xaaladaha ay kujiraan. Qofku inuu helo nolol cajiib ah kuma baaba'ayso inuu barakaco. Halka dadka kale kaliya ujeedaan xanuun iyo dhibaato, waxaan ujeedaa farxad iyo mustaqbal wacan. Halka dadka kale ka arkaan cabsi, waxaan ujeedaa barwaaqo.

#### **WAYDII NAFTAADA:**

- *Xagee ayay kujirtaa barwaaqada aan lataaban ee ihortaala?*
- *Maan waydiiyay dadka waxa ay horay ugu guulaysteen iyo waxa siinaaya ayaga rajada?*
- *Maxaan wax kudhisi karaa oo sii hagaajin karaa?*



*“We don’t diminish the harshness of reality, but create moments and opportunities for endless possibility with the abundance that we find.” – STEPHANIE*

Over the years, we have learned a simple but often overlooked truth: Optimism is a choice. If we choose to believe that things are possible, they become so. If we choose to focus on the positive, the path becomes clear. If we choose to believe the best in people, they will exceed our expectations.

This does not mean we are naive but the contrary. We are honest about the conditions we work within and all the hardships that people have gone through. We respect this, but we don’t dwell on it. We find the hope and we build on it.

We believe that people aren’t defined by their circumstances. A remarkable life is not canceled out by displacement. Where others see only pain and suffering, we see joy and potential. Where others see scarcity, we see abundance.

**ASK YOURSELF:**

- *Where is the untapped abundance in front of me?*
- *Have I asked people what is working already and what gives them hope?*
- *What can I build on and make better?*







*“Xaqiiqada ugu awooda badan ee qofku heli karo waa barashada qiimaha naftiisa. Arinta layaabka leh ayaa ah in arintaan kaliya lagaari karo si dhab ah markaan si bilaash ah usiino qof kale.” – DANIEL*

**S**ibilaash ah inaad wax ubixiso ayaa ah inaad leedahay banii'aadamnimo buuxda. Waxaan dhamaanteen haysanaa hibo rabi nasiiyay, markaan siinana qof kale, waxaan noqonaynaa kuwo dhamaystiran. Waxaan noqonaynaa nafteena. Waxaan noqonaynaa horyaal.

Waa sidaan qaabka aan udaah furno barwaaqada dadka, waxna kama quseeyaan lacag. Naftaada uhibee si daacad ah. Kudhiranoow inaad mayl dheeri ah socoto. Sii dadka aaminaada aad uqabto. Sii dadka faaiidada rajada iyo fursad. Waayo marka aad qof kafilato wanaagiisa ugu fiican, kaliya kuma dadaalayaan filashadaas, laakiin wuu kasii hormarayaa.

Xaqiiqada la iska ilaaway ee ururada keeno oo kala ah ayaa ah inaan ujirno inaan wax bixino, maaha inaan wax helno. Waxay kuhogaaminaysaa deeqsinimo. Waxay kubilaabataa aaminid.

#### **ISWAYDII:**

- *Ma ahay qof deeqsi ku ah waqtigiisa, shaqadiisa, iyo hibooyinkayga?*
- *Ma ahay qof deeqsi u ah dadka kale siiyana fursad ay kuwadagaan hibooyinkooda shaqsiga ah?*
- *Marka koobaad miyaan caawinayaa anoon kafikirin waxa aan kafaaiidaayo?*



*“The most powerful realization a person can have is the knowledge of their own worth. The irony is that this can only be truly realized when we freely give to another.” – DANIEL*

**T**o freely give is to be fully human. We all have a gift within us, and when we give it to another, we become whole. We become ourselves. We become alight.

This is how you unleash abundance, and it has nothing to do with money. Give wholeheartedly of yourself. Be willing to go the extra mile. Give people your belief in them. Give people the benefit of the doubt and a chance. Because when you expect the best of someone, they not only live up to that expectation, but surpass it.

The forgotten truth of organizations like ours is that we exist to give, not to receive. It's leading with generosity. It begins with belief.

**ASK YOURSELF:**

- *Am I being generous with my time, my work, and my gifts?*
- *Am I being generous with other people and giving them the space and autonomy to share their own gifts?*
- *Am I helping first without wondering what I will receive in return?*





# FIND OTHERS

*“Waxaa macquul ah inaanaan lacag badan helin, laakiin waxaan qani kunahay dadka iyo fikradaha.”*

– BERNAD

Waxaan nahay urur “anagga”, oo ah urur dadku wadaagaan, waayo waxaan aaminsanahay in awoodeena ay tahay wadajirkeena. Shaqadeena bilaa xaduuda ah. Furfurnaanteena iyo aaminaad aan is aaminsanahay.

Tani waxay ubilaabataa dhibrin — si aan u ogaano inaan ogayn, *aanaan awoodin*, inaanaan haysan karin dhamaan jawaabaha aanaana kaligeen samayn karin. Waan isku baahanahay. Marka waxaan raadinaa dadka kale. Waxaan raadinaa kala duwanaanta waxaana shaqada kusoo darnaa dadka nooga aqoon badan waxa aan samaynayo. Waxaan balaarinaa fursadaha. Waxaan raadinaa fikradaha dadka, anagoon kafiirinayn cidda ay yihiin. Waxaan furaynaa albaabka.

Waxaan kudhisanaahay isdhaafka aaminaada dadka iyo goobaha, iyo dadka iyo goobaha ubaahan aaminaada. Waxaan farxad wayn kahelnaa wanaaga kuhaboon dadka kale. Si fiican ayaana usamaynaa.

#### WAYDII NAFTAADA:

- *yaa faaiidada ugu badan kahelayaa shaqadaan?*
- *Maan iswaafajinaynaa awoodaheena iyo kuwa kaladuwan?*
- *Dadka kale mahor marinaynaa?*



*“We may not be rich in money, but we are rich in people and ideas.” – BERNAD*

**W**e are a “we” organization, a shared organization, because we believe that our strength is in our togetherness. In our borderlessness. In our openness and belief in one another.

This begins with humility — to know that we don’t, *we can’t*, have all the answers and we can’t do it alone. We need each other. So we find others. We seek diversity and include those who know better than we do. We make the room bigger. We seek out people’s input, no matter who they are. We open the door.

We lie at the intersection of belief in people and places, and places and people that need belief. We take great joy in serving the idealism of others. And we do it together.

**ASK YOURSELF:**

- *Who will benefit the most from this work?*
- *Are we complementing our own strengths with different ones?*
- *Are we elevating others?*







*“Waxaan doonaynaa in aduunyadu ogaato in dhibaatooyinkaan ay yihiin kuwo wax laga qaban karo ayna yihiin kuwo aad iskubadali kara, waxaana doonaynaa in dadku nagusoo biiraan.” – JON*

**M**arkay jirto arin aan macquul ahayn, waxaan samaynaa waxaan awoodno. Markaan albaab jirin, waxaan raadinaa daaqaad. Manihin kuwo daciif ah, waxaan nahay kuwo hiigsi leh. Markaan riyo wayn leenahay, waan usii dhawaanaa. Waxaan soo xayxaydanaa gacmaha waxaana samaynaa shaqada mudan in laga hadlo. Wax masugno, ee waan samaynaa.

Halka dadka kale u arkaan caqabada mid aad uga wayn in wax laga qabto, waxaan kudhaqaaqnaa waxaan samayn karno. Hadda. Talaabooyinka yaryar ayaa nagaarsiin kara saamayn wayn. Dhaqdhaqaaqa ayaa keeni kara isbadel. In hal talaabo lagu dhaqaaajiyo hal qof ayaa dhiirigalin karta dhamaan.

Waxaan doonaynaa inaan aduunyada usheegno in caqabadahaan waawayn, ee dhibka badan aysan ahayn waxaan wax laga qaban karin. Dhab ahaantii, waa kuwo labadali karo. Waa kuwo aan gacanta kudhigi karno. Dhab ahaantii *waxay kujiraan* gacanta qof kasta.

#### **WAYDII NAFTAADA:**

- *Waa maxay waxa aan hadda ubaahanahay?*
- *Miyaan dirada saarayaa shaqada wayn mise talaabada kooban ee aan hadda qaadi karo?*
- *Maxaan kusamayn karaa \$500?*



*“We want the world to know that these problems are very doable and very fixable, and we want people to join in.” – JON*

**I**n the face of the impossible, we do the doable. Where there is no door, we find a window. We are not naive, we are visionary. When we dream big, we get close. We roll up our sleeves and do the work worth talking about. We don't wait, we do.

While others see problems as too big to tackle, we dive right in with what can be done. Right now. Small actions can lead to big impact. Momentum can lead to change. Touching one person through one act can inspire all.

We want the world to know that these big, gnarly problems are not impossible. In fact, they're fixable. They're within our grasp. In fact, they're within *everyone's* grasp.

**ASK YOURSELF:**

- *What is the thing that is needed right now?*
- *Am I focusing on the larger task or the small step I can take now?*
- *What can we do with \$500?*









**WAA MAXAY  
WAXYAABAHA  
YARYAR EE AAN  
SAMAYN KARNNO?**

**WHAT ARE THE  
SMALL THINGS  
WE CAN DO?**

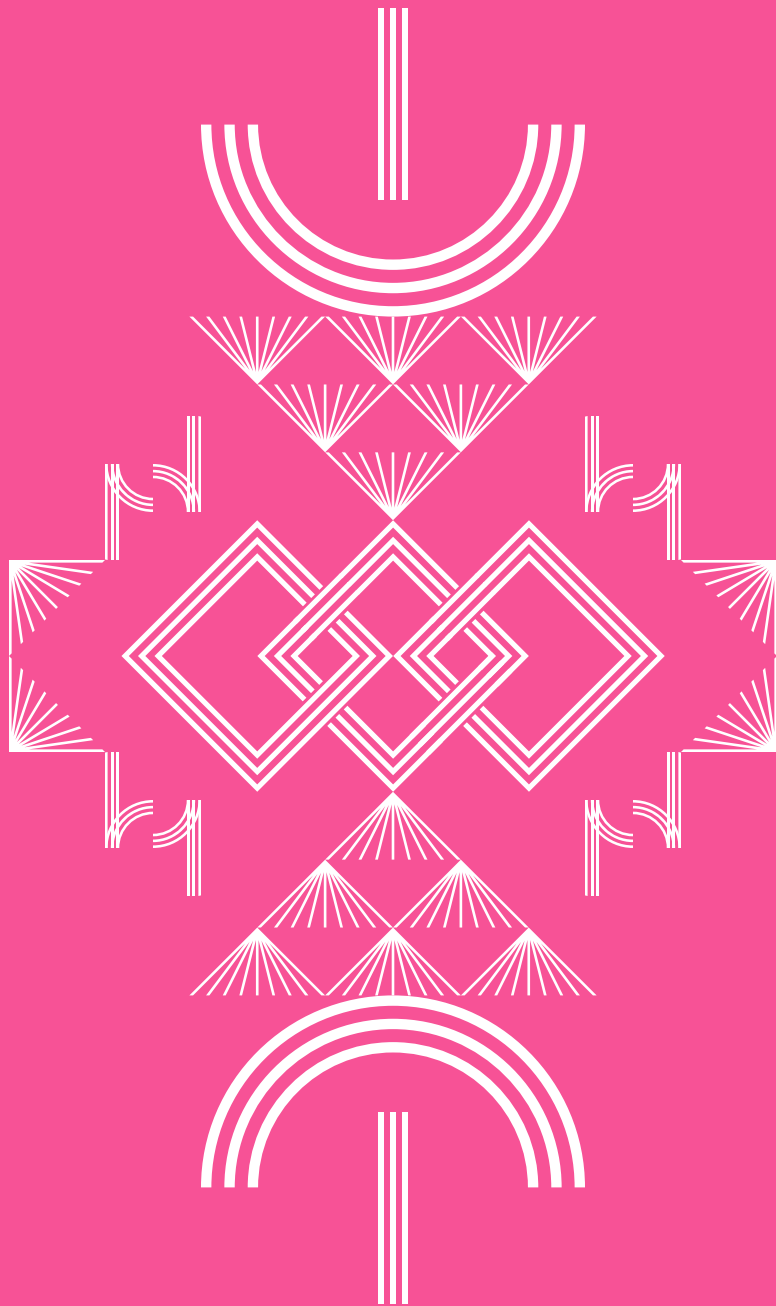


*Kani waa kaliya biloowga  
safarkeena ka Alight ahaan  
iyo sida aan uga fakarayno  
sidaan uga dhabayn lahayn  
balan qaadkeena nolosha,  
waxaan heli doonaa in  
dhawr wax hirgalaan, iyo  
dabcan dhawr wax oo aan  
hirgalin. Waa caadi taasi.*

**THIS IS JUST THE BEGINNING OF OUR JOURNEY AS ALIGHT AND AS WE THINK ABOUT HOW WE BRING OUR PROMISE TO LIFE, WE'LL FIND THAT THERE ARE A FEW THINGS THAT WORK, AND PERHAPS A FEW THINGS THAT DON'T. AND THAT'S OKAY.**

Dhawrka bog ee soosocda, waxaad ka akhrin doontaa dhawr kamid ah waxyaabaha aan si joogto ah udoonayno inaan siwadno. Waxaad sidoo kale heli doontaa boos banaan oo aad wax kuqorto — waxaan kugu dhiirigalinaynaa inaad qorto talaabooyinka yaryar ee aad aaminsantahay inay muhiim uyihiin kooxdaada iyo dadka aad u adeegto.

On the next few pages, you'll find a few of the things that we definitely want to keep doing. You'll also find space to write — we invite you to keep track of the small actions that you feel are important to your team and the people you serve.



## WAXYAABAHA AAN JECELNAHAY INAAN MARKASTA SAMAYNO

*Inaan soo jiidano dhoola cadaynta  
fudud ee dadka:*

Waxaan salaanaa dadka waxaana baranaa magacooda. Waxaan wali qornaa qoraalo gacanta lagu qoro. Waxaan bixinaa fasax ah qaadashada kursiga dhexda yaal. Waan dhagaysanaa waxaana waydiinaa sababa iyo sababta markale. Waxaan waqti galinaa wada cabista shaaxa. Waxaan isku keenaa nacnac daafaha aduunka. Waan isa salaanaa? (Waxaan sidoo haysanaa albumka sawirada dhamaan xiliyadeena cajiibka ah).

*Inaan ahaano koox bilaa xuduud ah:*

Waxaa macquul ah inay noo dhaxeeyaan masaafuoyin waawayn dhamaanteen laakiin waxaan wali jecelnahay inaan iskuxirnaano. Barta WhatsApp ayaa ah aalad awood badan oo naga caawisa inaan iskuxirnaano. Waa qaabka aan uwadaago sheekooyinkeena aana kuhelno fikradaha qofkasta aana sidoo kale iskugu mahadcelino, isku taageerno, aana iskucaawino. Waxay naga caawisaa inaan noqono koox bilaa xuduud ah. Waxay naga caawisaa inaan ahaano kuwo horyaal ah.

*Inaan udhawaano dadka aan adeegga  
siino:*

Shaqadeena kuma samayno xafiis. Waan kacnaa, waxaan diyaarsanaa laabtoobyadeena, gashanaa buudkeena, waxaan raacnaa taraag ama diyaarad, waxaana utagnaa dadka aan u adeegno. Waxaan ugu tagnaa meeshay joogaan, waxaan xaydanaa gacmaha, waana u dhawanaa.

## THE THINGS THAT WE'D LIKE TO DO ALWAYS

*Relish simple human gestures:*

We greet people and know their names. We still write handwritten notes. We offer to take the middle seat. We listen and ask why and why again. We take time to have tea together. We bring each other candy from all over the world. We hug. (We also have a photo album of all our big moments).

*Be a borderless team:*

There may be vast distances between us all but we still like to stay connected. And WhatsApp is a powerful tool to help us do just that. It's how we share our stories with each other and get everyone's input as well as thank, support, and help each other out. It helps us be a borderless team. It helps us stay afloat.

*Get close to those we serve:*

We don't do our work behind a desk. We get up, tuck away our laptops, put on our boots, jump on a truck or plane, and get close to those we serve. We go to where they are, we roll up our sleeves, and we get close.

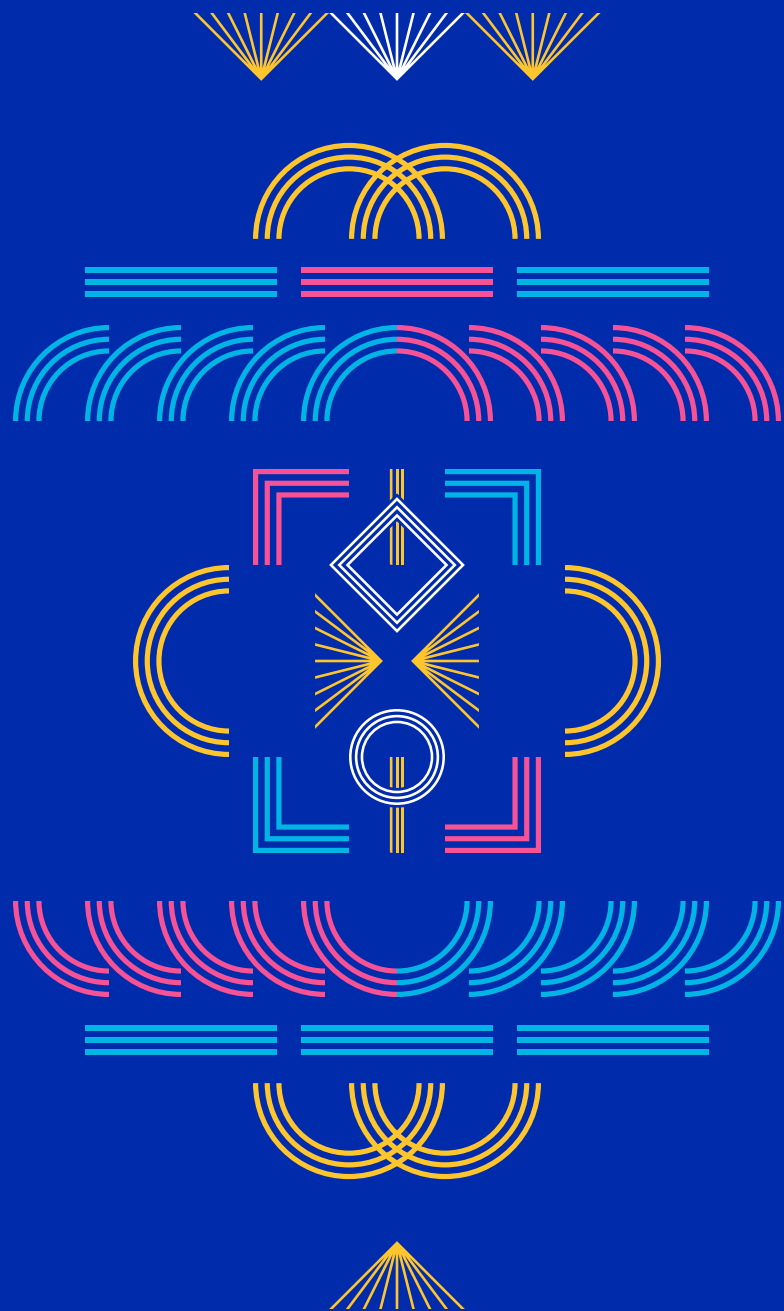






**LAGASOO BILAABO  
DAAD ILAA WABI  
XOOG BADAN**

**FROM STREAMS  
TO A MIGHTY  
RIVER**



Alight waa urur  
qoys ah.

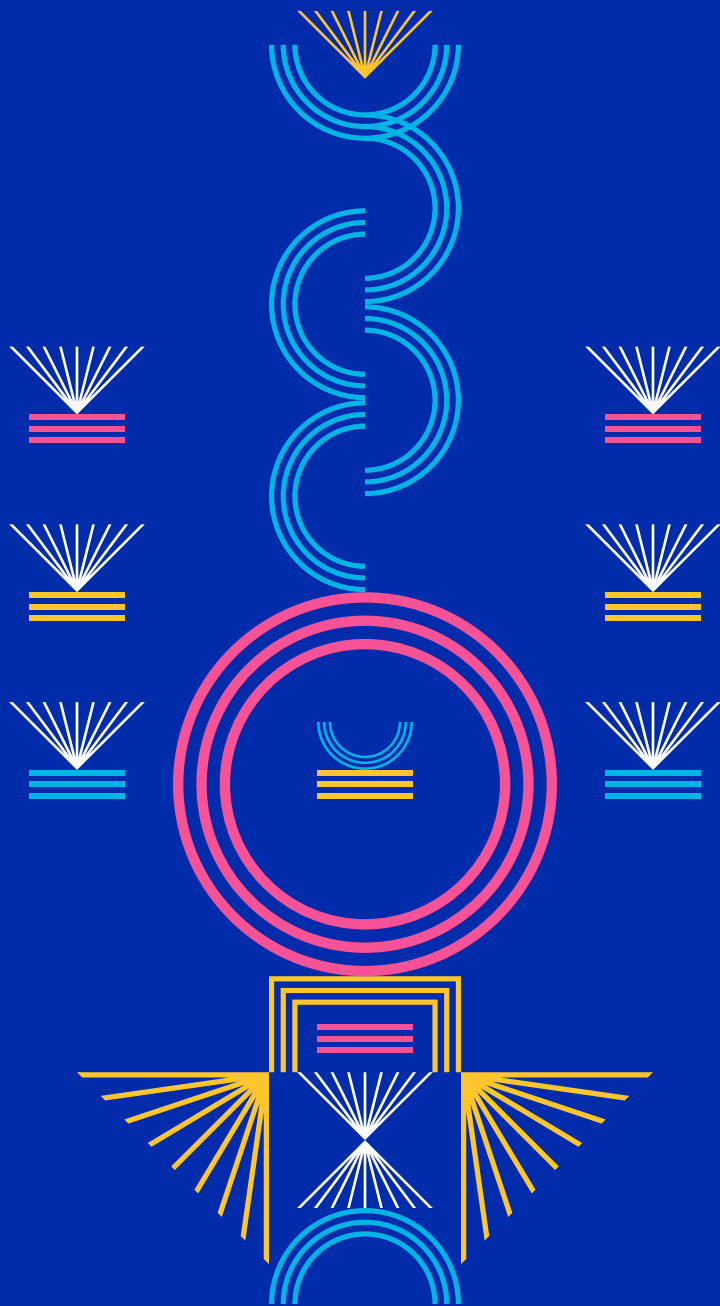
ALIGHT IS A FAMILY OF ORGANIZATIONS.

Xubin kasta oo kamid ah  
xubnaha qoyska Alight,  
waan kuu dabaal dagaynaa,  
waan kusoo dhawaynaynaa,  
waana uqadarinaynaa.

TO EVERY ONE OF THE MEMBERS OF THE ALIGHT FAMILY, WE  
CELEBRATE YOU, WELCOME YOU, AND HONOR YOU.

Alight wanaag ayay kaa  
heshaa waxaana filaynaa  
inaad wanaag kahesho Alight.

ALIGHT IS BETTER BECAUSE OF YOU AND WE HOPE  
YOU ARE BETTER BECAUSE OF ALIGHT.



Waxaan balanqaadaynaa inaan samayno waxaan awoodno si aan balanteena uga dhabayno. Markaad nala kulanto, waan kudhagaysanaynaa. Waxan kaacaawinaynaa inaad si geesinimo leh hormar kusamayso. Waxaana arki doonaa una dabaal dagi doonaa rajada iyo farxada aad aduunka usoo bandhigto.

Anaga ayaad nadooratay anaguna adigga ayaan kudooranay. Waxaan leenahay hadaf iyo xaqiiqo wadaag ah. Waxaan ujrnaa inaan sharafno dadka aan u adeegno. Waana, samaynaynaa sida ugu fiican ee aan awoodno.

Waxaan kugu casuumaynaa inaad buugaan yar gacanta kuhaysato. Baro balan qaadka aan siinayno aduunyada. Na xasuusina si sharaf leh balan qaadkeena markaan ubaahanahay in nala xasuusiyo.

We promise to do our best to deliver on our promise. When you meet us, we will listen. We will help you bravely do better. And we will see and celebrate the hope and joy you unleash in the world.

You chose us and we chose you. We have shared purpose and shared truth. We exist to honor the people we serve. And, we will do it the very best we can.

We invite you to keep this little book close by. Know the promise we are making to the world. And gently remind us of our promise when we need reminding.



A woman with dark hair is smiling warmly, her face partially obscured by a large, circular graphic on the left. The graphic consists of concentric, wavy lines in a vibrant blue color. Inside this graphic, the text "WE JUST WANT OUR WORK TO BE FELT" is written in a white, hand-drawn, cursive font. Below the main text, the name "— PURITY" is written in a smaller, simpler white font.

"WE  
JUST WANT  
OUR WORK  
TO BE FELT"  
— PURITY



# *Dhamaad*

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*The End*

*Ama ma biloowgiibaa?*

Markaan buugaan qornay maanaan doonayn inaan buug xeerar adag qorno ama cod fariisanaaya khaanad boor badan, waxaana kaliya doonaynay quruxda taasoo kajirta gudaha dhamaan adigga aana quruxdaas banaanka usoo saarno.

Marka sidaas awgeed, akhri buugaan, xasuusnoow erayada, iska fiiri oo dareen inay run yihiin, xasuusnoowna kali waa tusmo, maaha kitaabka quduska ah.

Hadda soco, banii'adamka cajiibka ahoow, daahana karog barwaaqada dadka kujirta.

*Or is it just the beginning?*

When we wrote this book, we didn't want to create a book of strict rules or some tome that sits on a dusty shelf, we simply wanted to capture the beauty that exists within all of you already and bring that to the surface.

So, read this book, remember the words, look within and feel them to be true, and remember that this is a guide, but not a bible.

Now go, you wondrous human, and unleash abundance.

*Waan kucusub nahay shaqadaan  
turjumaada, fadlan iimayl noosoo dir  
haddii aad wax khaladaad ah aragto!*

**WE'RE NEW TO THIS TRANSLATION  
THING. PLEASE EMAILS US IF YOU  
SEE ANY MISTAKES!**

**VALUESBOOK@WEAREALIGHT.ORG**



