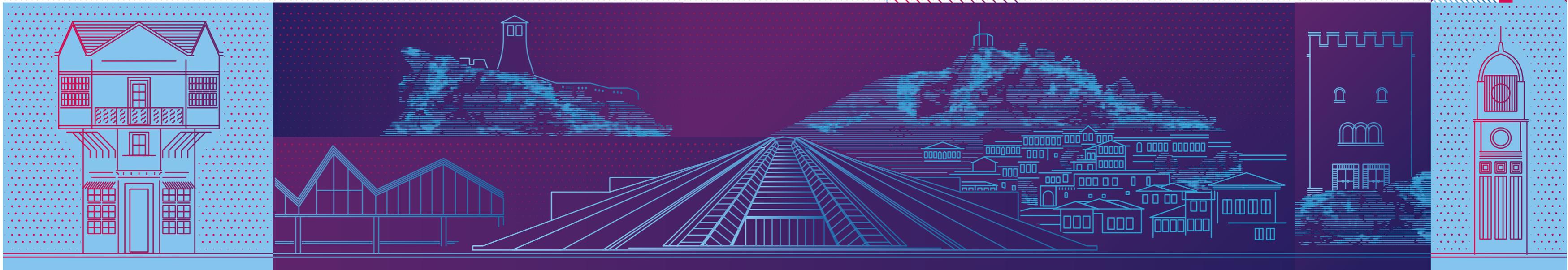


# Annual Report 2019



Albanian-American  
Development Foundation





**This year's highlight**

**Future  
is today**



# Future is today

## AADF 10<sup>th</sup> Anniversary

Established in 2009 as a gift of the American people, AADF's support of education and leadership at all levels of professional development, entrepreneurship, culture heritage and tourism, is expanding the opportunities and improving the life of ordinary Albanians.

## 2019 A year of celebrations

It was a joy and a great privilege to express our gratitude and to celebrate our accomplishments with all those who have been part of our journey: staff, friends, beneficiaries, partners, supporters, alumni.

The celebration served also as an opportunity to set a clear path and agenda for our future. It is our hope and belief, that the experience and knowledge of the first ten years, will translate to new projects with catalytic effects.



The special relationship between the US and Albania and between Americans and Albanians is something I noticed from my very first visit to Tirana and it has never wavered.

Michael D. Granoff



On this occasion, I commend the Albanian-American Development Foundation, its Board of Trustees, talented staff, and partners on your significant accomplishments. I wish you continued success in the years to come.

**Donald J. Trump**  
45<sup>th</sup> president of the United States

For the last decade, AADF has endeavored to make the ideals of a modern, democratic state—justice, equality, freedom, among them – fully real in the lives of all of our Albanian friends.

**Barack H. Obama**  
44<sup>th</sup> president of the United States

While Albania's journey toward freedom has been a difficult path, I am grateful that the AADF supported the dreams of their citizens and helped to create a sustainable democratic society.

**George W. Bush**  
43<sup>rd</sup> president of the United States

Thanks to the cooperation of many partners and both Albania and the United States, the Enterprise Fund and now the AADF have both seen extraordinary success.

**Bill J. Clinton**  
42<sup>nd</sup> president of the United States



# Content

## Section

**01**

### **Intro**

Message from Chairman	12 - 13
Message from the Co-CEOs	14 - 15

**02**

### **Scorecard**

Overall impact	18 - 19
Interconnecting Sectors	20 - 21

**03**

### **New Projects**

Software Development Academy by Protik	24 - 25
Junior Achievement Debating Economics	28 - 29
EDA, Eco-Destination Albania	32 - 33
EXPA Expanding access, Sharing content;	36 - 37
Empowering museums through technology	
AIM Butrint	40 - 41

**04**

### **Ongoing Projects**

Center for School Leadership	46 - 47
CleanScore	50 - 51
TID Vlora	54 - 55
Crimson Finance Fund Albania	58 - 59
E-Ticketing system	62 - 63
MIP - Master's & Internship Program	64 - 65
LEAD Albania	68 - 69

**05**

### **Upcoming Projects**

TUMO - Center for Creative Technologies	72 - 73
National Examination Center	74 - 75
Startup Program 2020	76 - 77

**06**

### **Maturing Projects**

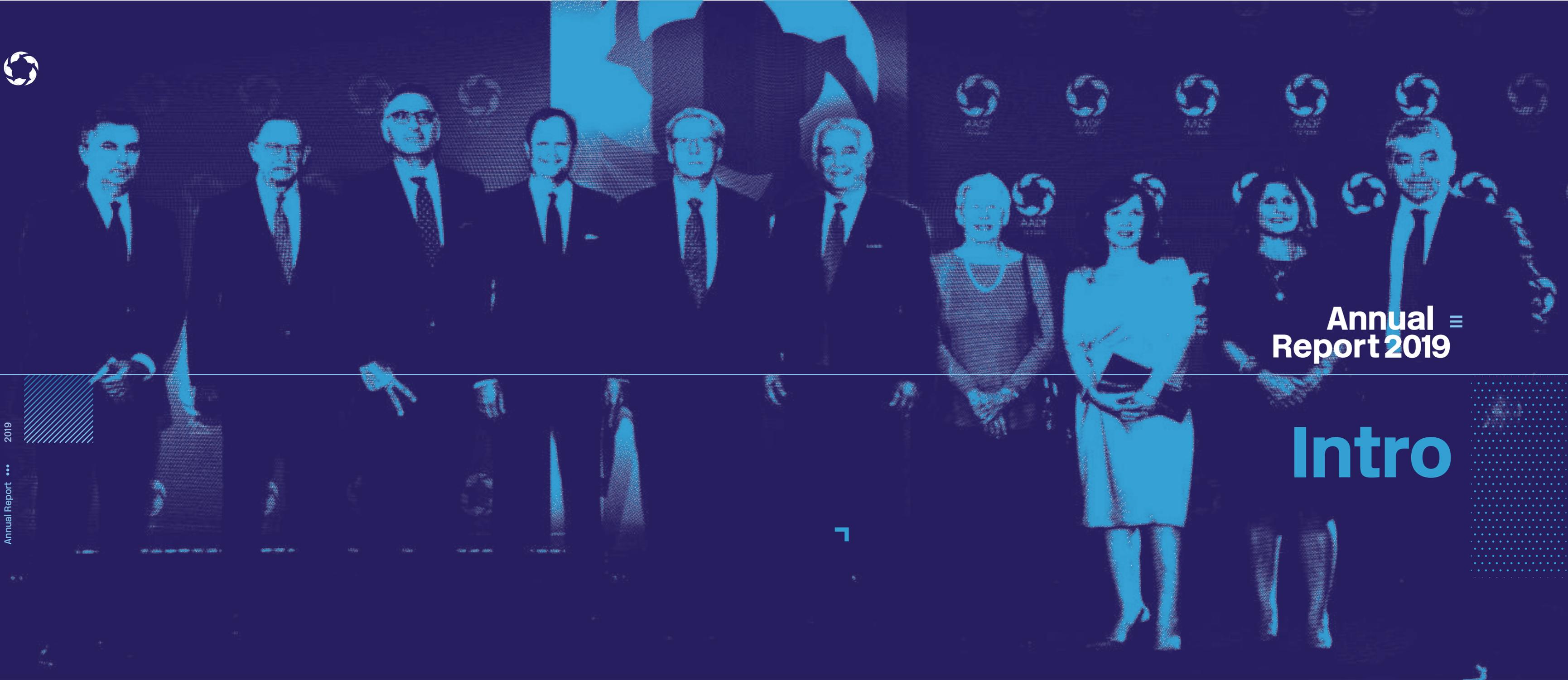
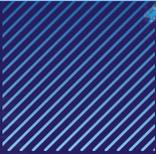
AUBG Scholarship Program	80 - 81
Regional Restoration Camps	82 - 83

*In Memoriam*

Domenick G. Scaglione	86 - 87
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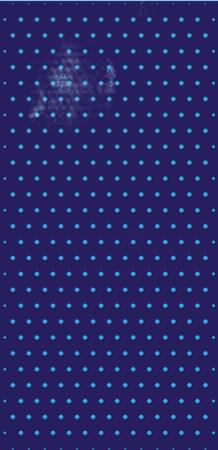
### **Our Team**

Corporate Culture	90 - 91
Our Team	92 - 93
AADF Board	96 - 97
Appendix	98 - 99



# Annual Report 2019

# Intro





## Message from the Chairman

**We may not get to choose our challenges but we do get to choose our responses. Trust is difficult to gain but easy to lose.**

Welcome to the 2019 Annual Report of the Albanian-American Development Foundation (AADF). On behalf of the Board of Trustees, I want to express my gratitude to the AADF team, our program partners, co-investors, National and local Albanian Government officials and everyone who contributed to our efforts over the past year. 2019 was a year of significant growth and accomplishment for the Foundation. As the largest Non-Profit Organization in Albania, we take our responsibility to both the United States and to the people of Albania as a sacred trust.

The AADF has now committed over \$68 million to 55 projects in our 4 key areas of operation: Education for Sustainable Development, Leadership Development, Entrepreneurship, and Support for Cultural and Eco-Tourism. Our programs now reach 100% of all students and schools in Albania.

Over 950 businesses have been assisted by our entrepreneurship programs. Over 83% of Albania's visitors in cultural heritage sites are served by AADF projects. And we are just beginning.

During 2019, the AADF approved 6 new projects for a total committed value of \$14.7 million. Major new initiatives during 2019 included a partnership with Tumo Armenia to create digital learning programs for Albania's youth, the completion of an Integrated Management Plan for Butrint, initial work on a Coding Academy, and the initial phases of an Eco-tourism site, EDA Waterscape Park Drilon in Tushemisht. In response to the major earthquake that struck Albania in November, the AADF approved a project to create a new Tourism Improvement District in hard hit Durrës together with the Municipality and the Ministry of Culture.

We are now in a dramatically changed and changing environment as a result of the COVID-19 epidemic. All of us are dealing with a uniquely challenging and rapidly changing public health and economic environment. The toll of human fear and suffering is high. All of us at the Foundation are working to manage a situation none of us has previously experienced. My hope is that what we learn changes the trajectory of society in a newly positive direction and that is where the AADF is focused.

Three key factors will largely determine our success. First, leadership is vital in a crisis and we can see the effects of both positive and negative leadership at every level. People look to leaders and I am confident that the AADF is up to the task. Second, it is execution not rhetoric that will make a difference. The AADF strategy of localizing the best global program models allows us to hit the ground running. We do not need to re-invent the wheel. And third, and perhaps most importantly, values really matter. We may not get to choose our challenges but we do get to choose our responses. Trust is difficult to gain but easy to lose. We will not lose sight of why we are working side by side with each of you reading this report.

I end this most difficult introduction with humility as much will change by the time you read our next AADF Annual Report. I wish you and your families safety and health.



Michael D. Granoff

BoT Chairman



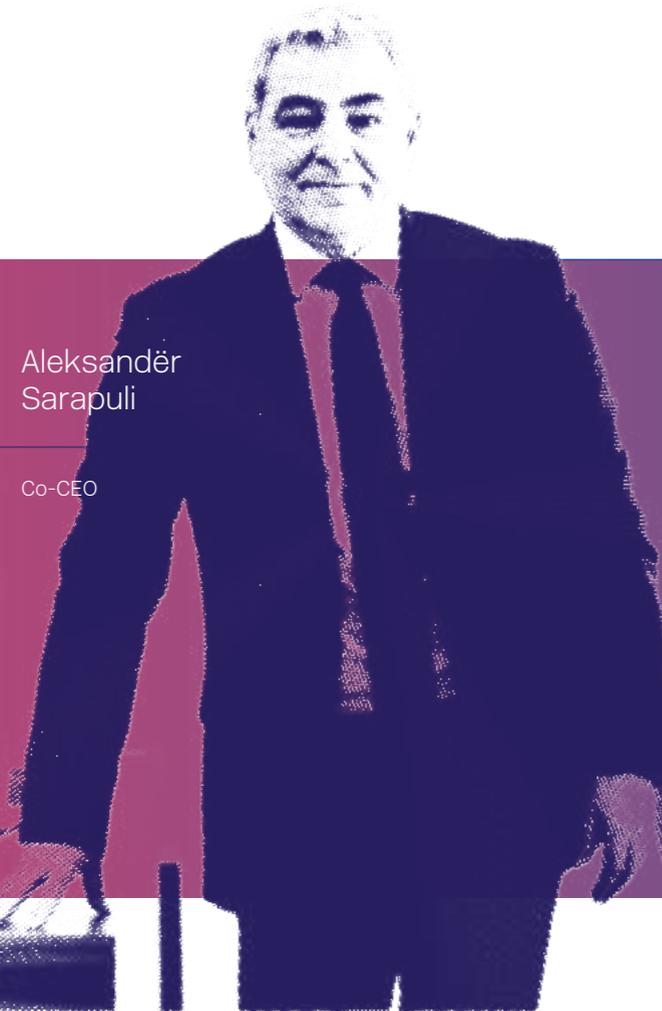
## Message from the Co-CEOs

During our first decade, we meticulously researched successful international models and adapted them to the needs of Albania.

Examples include projects in education like Junior Achievement Albania modeled after Junior Achievement Worldwide and School Leadership based on an Israeli model, a National Examination Center based on a Cambridge model and TUMO Albania a branch of TUMO, the world's leading program for after school digital courses for kids. Our program in leadership, LEAD Albania is structured after the White House Fellows Program in the US. Our entrepreneurship program, Business Improvement Districts (BIDs) is modeled after the same approach employed in New York, London or Berlin.

In each and every one of them we have sought to replicate some of the world's most advanced models on leadership and management. We have harnessed the power of combining international and local expertise through innovations in merging technology with human power. The results are encouraging across the entire portfolio. From the United States to Israel, from Singapore to Berlin, from London to Armenia, these models have improved the lives of citizens across the globe.

Our data, analysis and feedback clearly suggest that they are well on their way to doing the same for the citizens of Albania. Each of us at AADF are highly motivated to spare no effort in making them success stories and lights of hope in Albania as well!



Aleksandër Sarapuli

Co-CEO

As the AADF celebrated its tenth anniversary in 2019, we took the time to look at things that have marked this incredible journey. The Foundation aims to make a fundamental difference in the lives of every Albanian citizen for many decades to come. Each of us at AADF thinks about that responsibility every day!

One of the things we have learned is that we do not have to re-invent the wheel! While Albania's problems are large and complex, they are often not unique. Societies face similar challenges around the world and have been able to overcome them through innovation and creativity.



Martin Mata

Co-CEO

Intro



## Section

# 01



# Scorecard



# Overall impact

The Foundation is establishing a strong brand of:

- Transparency, integrity and execution
- Creativity, innovation and social commitment
- Long-lasting partnerships with government, local communities, public agencies and international donors

Our project portfolio now includes

TOTAL

**58**

Projects

ACTIVE

**31**

AADF Committed Value

OVER

**69M**

Additional Capital Committed by partners

OVER

**100M**

Overall Economic Impact

OVER

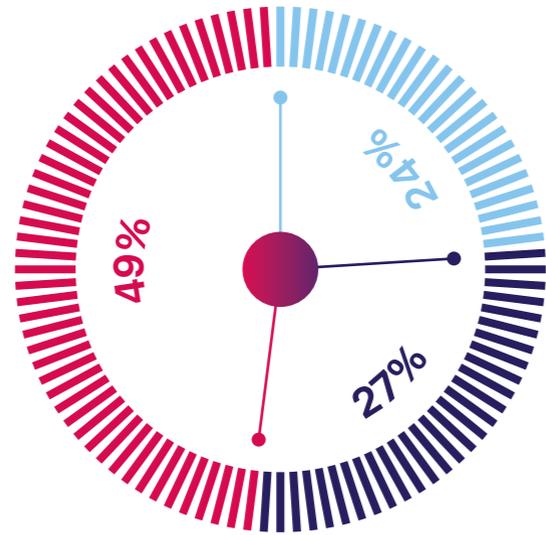
**270M**

As of December 31<sup>st</sup>, 2019

Unit: USD \$



# Interconnecting Sectors



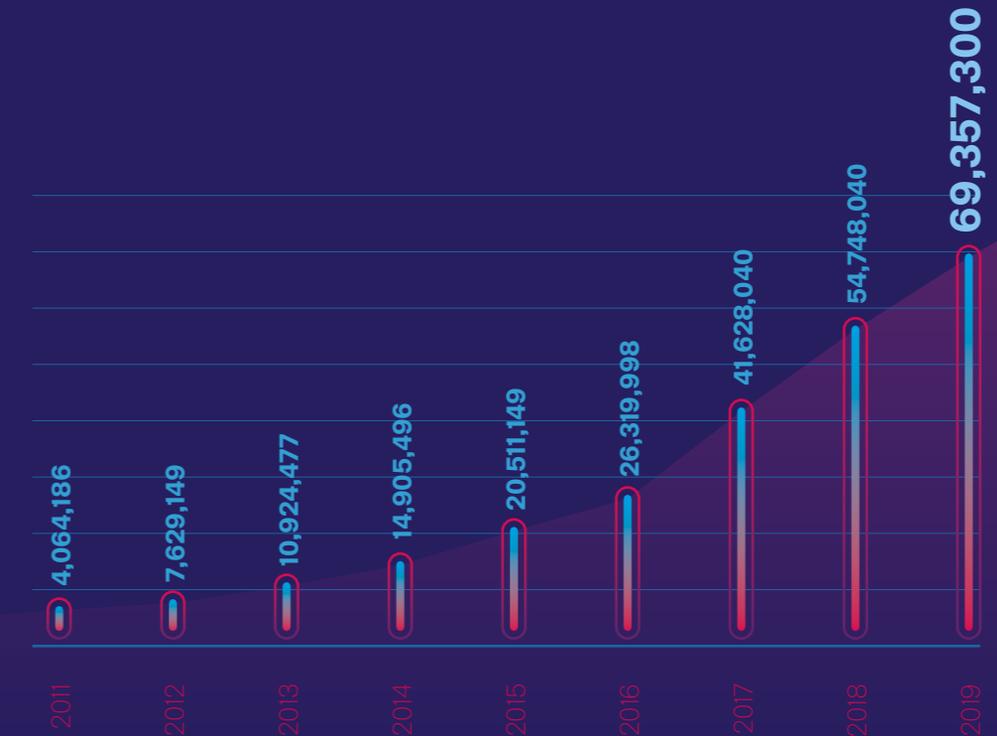
## Fund division by sector

With our approach we believe to have a lasting impact on a national scale affecting students, businesses, professionals, tourists and more.

- Culture Heritage & Eco-Tourism
- Education & Leadership
- Entrepreneurship

As of December 31<sup>st</sup>, 2019

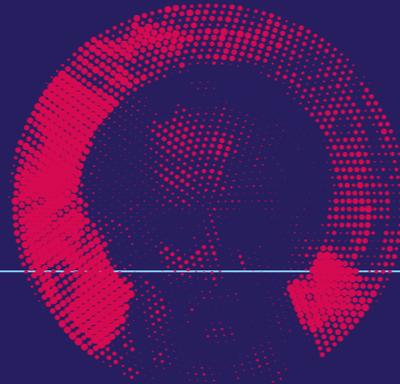
## Boosting Growth



Unit: USD \$

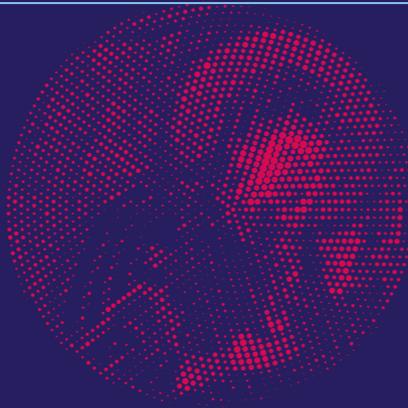


Section



Annual Report ••• 2019

02



New  
Projects



# Software Development Academy by Protik

## A new programming academy tailored to the needs of students and working professionals

Life-long learning is important in many areas, but arguably it is nowhere as needed as in the field of ICT. New upgrades and innovations are constantly changing the skills that professionals need.



**Over 1500** working professionals to be trained for future programming challenges

**Over 16** types of courses to be offered as part of Coding Academy



# Addressing digital market needs

Planned Funds

# \$1.1M

2019

**Project Approved**

To bridge the skills gap in the ICT service, AADF is collaborating with Software Development Academy from Poland to create a new training center for programming tailored to the needs of working professionals.

2020

**Courses Begin**

2021

**Number of Courses Expands**

## Project impact on the ICT sector

In the coming decades, the ICT services outsourcing is expected to be a major driver of growth for developing countries. Coding Academy will equip the current work-force with the skills needed for this process.



# Junior Achievement Debating Economics

## Pre and Higher Education Program

Junior Achievement has long established itself as the premier source of economics and personal finance education for pre-university students across the entire school system. Its most recent addition will build on that tradition.



Over **92** debate clubs to be established by the end of 2022

Over **3000** students to be trained to debate the most important economic issues of our time



# Analytical Thinking

Committed Funds

\$0.54M

2019

**Project Approved**

2020

**Founding of the First Clubs**

2021

**Nationwide Expansion**

## Project Scope

Debating programs, focused on economic topics, will provide students with the opportunity to research in depth issues that are part of national and global current debates. They will instill new skills and help foster critical thinking.



# EDA

Eco-Destination Albania

## Waterscape Park Project

## Drilon-Tushemisht, Ohrid Lake

In 2019, the Board of Trustees approved a new TID/BID model which AADF has been researching and developing. Recent tourism trends in Albania have shown an increased attraction of rural destinations, combined with a desire to engage in outdoor activities.

To fulfill this need, as well as create a model that could be replicated elsewhere, AADF has developed Eco-Destination Albania.

**10** **Ten-Fold** increase in the size of area dedicated to tourism

**77** Existing businesses will benefit directly from the intervention



# Leading Change

## Eco-Destination Albania Drilon-Tushemisht, Ohrid Lake

Project impact  
on local area

Committed Funds

# \$7M

2019

### Concept & Schematic Design

The first such investment will be located in Tushemisht, on the shores of the UNESCO World Heritage site of Lake Ohrid.

2020

### Final Design

2021

### Project Implementation

**AADF is working closely with the local community, public agencies, and international landscape architecture firm PROAP to create a unique, world-class and unique concept in environmental tourism in Albania. Our aim is to establish the site as a benchmark for similar projects across the country.**



# EXPA

## Expanding access, Sharing content; Empowering museums through technology

### Digital documentation of Albanian cultural heritage artifacts

EXPA aims to empower museums by merging cultural heritage and new technology. Using state-of-the-art technology, cultural heritage artifacts will be digitally stored and made available to larger audiences. A group of experts will be trained and tasked to develop professional capacity and enable documentary photography of the national collections using the highest international standards of photographic practice through the National Imaging Center (NIC).



New Projects

AADF will offer the initial investment for the NIC facilities, equipment, consultancy and training program.

**100%**

Expected coverage across the Albanian cultural heritage system

**Over 8100**

artifacts identified for digital imaging



# Empowering museums through technology

Committed Funds

## \$0.65M

2019

Infrastructure and equipment for NIC and museums

2020

Museum professionals trained to perform contemporary imaging processes

2021

State-of-the-art digital documentation of two national museum collections

**Benefiting museums as well as the scientific community**

The expected outcome of this phase will be a state-of-the-art photographic record of Albania's national collections, a group of museum professionals able to perform imaging processes and pass on their knowledge to others, as well as recommendations for the project's upcoming phase.



# AIM Butrint

## Albania Integrated Management

Butrint is one of the world's exceptional archeological, cultural and ecological landscapes, as testified by its inscriptions as a World Heritage Site (1992), National Park status (2000) and as a Ramsar site (2002).

As part of the new cultural heritage reform in Albania, the Albanian-American Development Foundation (AADF), in partnership with the Albanian Ministry of Culture, is collaborating on creating a new dedicated foundation that will manage the archaeological site of Butrint. This will provide a new management model through a site business plan and new Integrated Management Plan which AADF has already delivered.

Committed Funds

# \$5.9M



# Sustaining Legacy

The model aims to improve site management through new fiscal administration mechanisms, the attraction of international donors and the engagement of the local community. In the long-term, Butrint will become the hub of tourism in the region, benefiting local communities and visitors whilst safeguarding the cultural and natural values for future generations.

By 2021

Establishment of dedicated foundation and site handover

By 2026

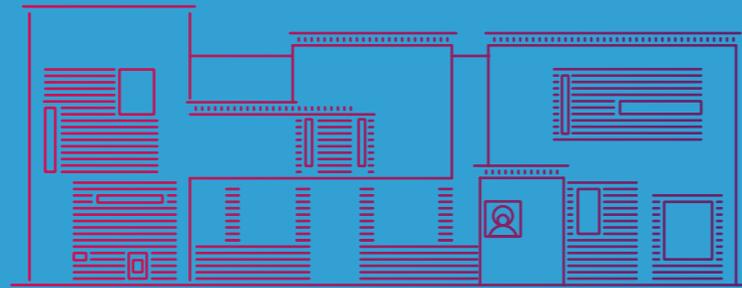
Conservation of all Butrint monuments

By 2030

Apply for UNESCO mixed designation site



# 03



## Ongoing Projects



# Center for School Leadership

## Training the school principals of tomorrow

As countries seek to adapt their education system to the current global challenges, new expectations for schools and school leaders are emerging. A growing body of education research has revealed that school leadership is the second most important determinant in student performance, behind only quality of teaching. When performed effectively, it is capable of transforming schools into environments where students and teachers can thrive.

**23** qualified coaches, trainers and mentors

**48** aspiring principals enrolled as the first class at CSL



# Enhancing Leadership

Along with public institutions, AADF has developed the Center for School Leadership as the institution to oversee the development of the next generation of school principals. Throughout this process, AADF has collaborated closely with the Avney Rosha Institute, based in Israel and widely recognized as one of the most respected institutions in the field.

- **Improvements of legal framework**
- **Training and certification**
- **Develop a pipeline of highly qualified school leaders**

2019 marked the beginning of full operations for CSL, with the first cohort of aspiring principals starting their training.

Committed Funds

\$3.0M

Over

2250

principals are expected to be trained by 2027



# CleanScore



Coverage  
**35%**

of students nationwide have the possibility to be assessed through CleanScore

Slashed  
**95%**

Of the time required to review and grade the exams

Translated  
**4**

Certified textbooks compatible with CleanScore

**12**

Additional textbooks will be translated

## Electronic exam grading for universities in Albania

CleanScore is one of the first education projects which AADF embarked upon. It introduced electronic grading for university exams while reducing the time and costs. The project reduced grading bias, increased transparency and improved trust in the process. As a result, it was widely embraced by students and professors alike, and is now spreading to every university in Albania.



# Increasing Quality and Transparency

During 2019, important progress was made on a second component of the project: introducing the latest internationally certified textbooks. Lack of quality textbooks has long been one of the key issues facing Albanian universities and professors. AADF is partnering with some of the most important publishers worldwide to bring the latest textbooks, translated in Albanian, to the university classrooms.



CleanScore Academic Textbooks

## Creating compatible CleanScore content

These books come with a comprehensive test bank, which helps professors create exams compatible with the CleanScore grading system



Total

66000 \_\_\_\_\_ 2019

Exams graded with CleanScore since founding

32456 \_\_\_\_\_ 2018

12300 \_\_\_\_\_ 2017



# TID VLORA

Ongoing Projects

Annual Report ... 2019

## Tourism Improvement District for Vlora

TID Vlora, the most recent addition to the TID/BID portfolio, was inaugurated in October 2019.

Restoration works include a historic area near the city's center which will serve as a new attraction for the growing number of tourists visiting Vlora.

AADF will support local businesses with grants, advisory services, trainings and development of the TID Vlora association through the model already applied in other TID/BID sites.

Committed Funds

# \$5.1M

Section 03



# Revitalizing City Centers



Ongoing Projects

Annual Report ... 2019

The Vlorë Municipality, the Ministry of Infrastructure and Energy, the Ministry of Culture and the Albanian Development Fund have collaborated during the reconstruction efforts.

Their investments have upgraded the surrounding infrastructure which will support the growth of tourism and commerce in the area.



Total

# \$3.5M

Funds Disbursed as of December 31st 2019

# 60

Historical and other buildings are brought back to life.

# 94

Businesses have benefited from the restoration works

Section 03



# Crimson Finance Fund Albania

Crimson Finance Fund Albania (CFFA) is a development lender which is structured as a nonbanking financial institution. Its goal is to respond to the lack of available development-oriented financing for micro, small, and medium-sized enterprises (MSMEs) in Albania. CFFA's partners include the Municipality of Tirana, Crimson Capital, NorFund - with the latter two providing extensive knowledge and experience of the field.

- **Leasing**
- **Factoring**

Total of

**\$6.4M**

Funds Lended





# Helping Albania's small and medium enterprises thrive

Over  
**927** New Job openings generated

Over  
**145** Local Businesses financed of which  
**50** as start-ups

CFFA achieved a number of milestones during 2019. For the first time, it registered a net profit for the second half of the year. The non-performing loans ratio decreased by 8 percentage points, to a manageable 10.8%. Total lending and the number of businesses financed doubled in size. All four shareholders recently approved the conversion of debt to equity. Three local banks are assessing the opportunity to finance CFFA to assist its future growth.

Total of  
**\$2.8M**  
AADF Funds Disbursed up to now



# E-Ticketing System

The E-Ticketing system, installed in ten of Albania's most important cultural heritage sites, have improved transparency and increased revenues. The E-Ticketing project is expanding through an online ticket platform, the first of its kind in Albania. The platform offers up to 50% discounts and will further facilitate ticket purchases, and thus attract an increasing number of visitors.

**The E-Ticketing system has improved site performance considerably in its two full years of operation.**

By improving transparency and increasing revenues, the financial future of the sites is on a more sustainable footing. Furthermore, it will allow local administrators to invest in future ideas and projects for the sites.



10

Cultural heritage sites have installed electronic ticketing systems

68%

**VISITORS GROWTH**

Compared to 2017

62%

**REVENUE GROWTH**

Compared to 2017



# MIP

## Master's & Internship Program

At AADF we believe that the best investment is in people. That investment should not stop after graduation, it merely needs to be reinvented. MIP, one of AADF's flagship projects in the field of Education and Leadership, is a product of this approach. The project provides an opportunity to young professionals to further enhance their careers through a graduate degree or working experience in the United States.

The project aims to create an ever-larger pool of talented and experienced professionals serving in every sector of the Albanian society and economy, leading to better decision-making, and thus improving the lives of all citizens.

The Biberaj Foundation is co-sponsoring the Master's component of the project.

Over  
**\$8.2M**  
 Committed Funds

**40** Young professionals have benefitted from the project so far  
**3.8** GPA during their graduate studies





# Excellent job performance reviews and testimonials



Internship Fellow  
**Elirë Mançaj**  
Spring 2019  
Cohort



Internship Fellow  
**Ines Poshnjari**  
Spring 2019  
Cohort



Master Fellow  
**Sonila Hasaj**  
2019-2020  
Academic Year



Master Fellow  
**Enri Dervishi**  
2019-2020  
Academic Year

Ongoing Projects

Annual Report ... 2019

Let me be clear about gratitude I feel for you and all you do for the brilliant interns that you bring to me through your program. They seem to just keep getting better and better! As I have said to you a couple weeks back, Elire is as good as I can imagine! Deeply and authentically curious, hardworking, brilliantly skillful and talented!

Supervisor:  
**Garth Rockcastle**  
Architect and Founder of **MSR Design**  
Minneapolis, Minnesota

Ines has really been a great addition to the team and a joy to have in the office. She is always prepared, engaged and a quick learner. Since completing training she's been working with the Marketing team learning our technology, projects and workflow. She's now in the process of taking on her own projects as she has quickly picked up all the relevant info needed.

Supervisor:  
**Yelena Furman**  
People Operations Manager at **Elegran**  
New York

This experience inspires and motivates me to believe that my ideas and thoughts are equally worthy to those of economists who have made an impact in the world! It also makes me aware of the responsibility, that I have to work harder in understanding the most core issues of our time, especially in my country, Albania. MIP program is allowing me to leverage lots of resources, gain new insights, and embrace new perspectives.

Master of Economic Development (STEM)  
**Vanderbilt University**  
Nashville, Tennessee.

I am very grateful that I have been chosen as one of the fellows of MIP. Studying at a Top Business School such as Bentley University, has been a life-changing experience. The program focuses on real-life business problems and how we can implement what we learn in the real world. I am gaining different business skills that are transferable to many fields.

MBA  
**Bentley University**  
Waltham, Massachusetts

Section 03



# LEAD Albania

Providing talented professionals with first-hand experience in the process of policy-making and governing

LEAD Albania, modeled after the successful White House Fellowship program, enables talented professionals to serve in the highest levels of public administration for a one-year period. Their skills and experience have become a highly-sought commodity which public officials rely on.

LEAD Fellows have used their technical skills and expertise to contribute to some of Albania's most important reforms, improving policy outcomes to the benefit of the entire country. Fellows have continued to serve in leadership positions after the fellowship, in the public and private sector.



Over  
**\$5.7M**  
Committed Funds

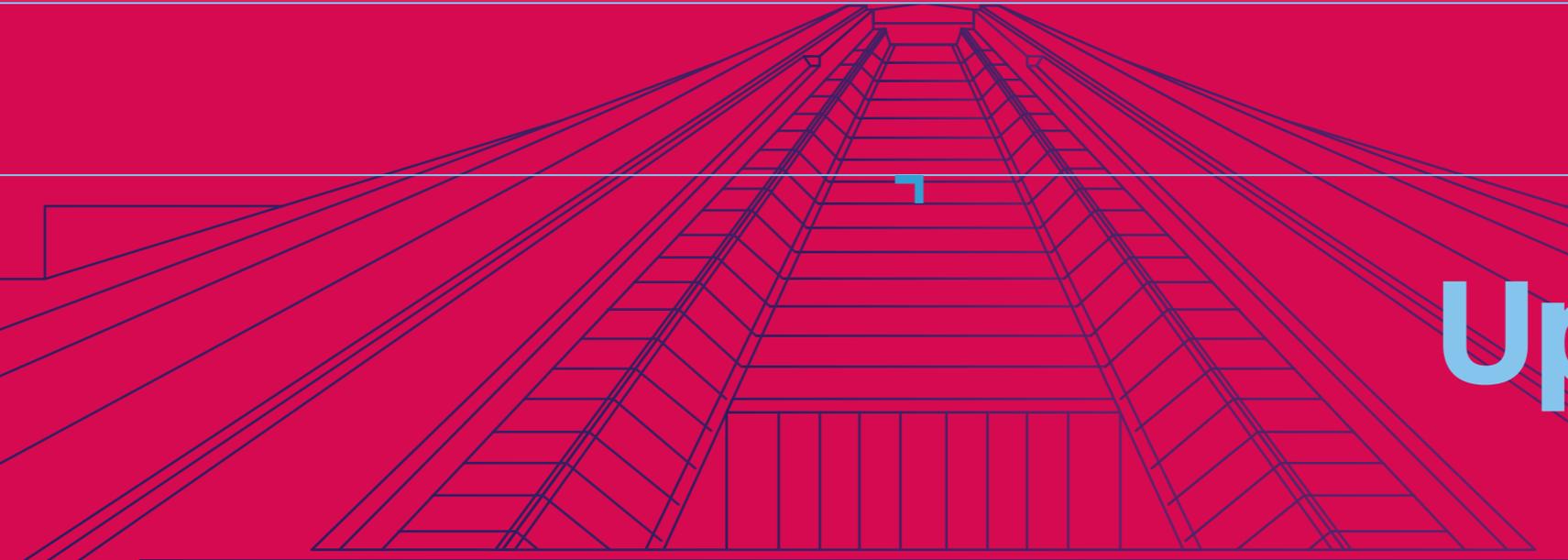
**70**  
Over  
**60%**  
Young professionals have benefitted from the project so far  
Continue to serve in leadership positions



# Section

# 04

# Upcoming Projects





# TUMO

Center for Creative Technologies

## An after-school center for digital learning

This year will mark the launch of TUMO Tirana Center for Creative Technology. The center, tailored for teens aged 12–18 years old, will introduce a world class curriculum at the intersection of design and technology by equipping teens with 21<sup>st</sup> century digital skills.

TUMO is recognized for its innovative curriculum at the intersection of design and technology, and access to the most advanced equipment which allows students to develop critical technical skills.

TUMO Tirana will be established thanks to a partnership between the AADF, TUMO Center for Creative Technologies in Yerevan, and the support of the Municipality of Tirana and the Government of Albania.

**14** learning targets based on the educational platform





# National Examination Center

## Digital Data Assessment Program

AADF is assisting the Center for Educational Services (CES) with the introduction of international assessment standards. They will improve transparency, guarantee integrity, while reducing time and costs for all high-stake examinations in Albania and turn it into a National Examination Center. AADF's current investment has identified additional equipment needed to implement the On-Screen Marking module. This will enable the center to further improve scoring quality and accuracy.

**Slashed 90%** Of the time required to review and grade the exams

**Over \$0.4M** Assistance pledged to be provided

**\$0.2M** Already invested to improve current capacities and plan for future transformation

In the future, acting as a reliable data warehouse, the Center will provide data intelligence and insight which can inform and lead education policies. Our aim is to further improve the Center's capacities by analyzing operational models, protect integrity, reduce political influence and upgrade technology. A new legal framework will be proposed and will ensure that it operates as a self-sufficient and autonomous institution.



# Startup Program 2020

## Roadmap to Silicon Valley

**The Startup Program 2020 is open to all young entrepreneurs who have innovative ideas and are in the early stages of developing a tech startup.**

An initiative of TechSpace and Junior Achievement of Albania with the support of the Albanian American Development Foundation and Protik Center. The purpose of the program is to promote and contribute to the development of Albanian tech startups, through an intensive incubation and mentorship program, from Tirana to Silicon Valley. The program focuses on tech start-ups that provide innovative solutions across different sectors and industries and have the potential to scale up and increase their competitiveness nationally and worldwide.





# 05

# Maturing Projects



# AUBG

## Scholarship Program

The Undergraduate Scholarship Program in the American University of Bulgaria was a merit-based scholarship to outstanding Albanian students, approved in 2011. The scholarships covered the tuition fee for eight semesters conditional to one summer spent in a work-and-travel program in the U.S, one summer internship in Albania, and one senior research project focused on Albania.

Committed Funds

**\$0.8M**

AADF funded a total of 17 students. In a very competitive environment, among a diverse student body from over 40 countries, the AADF scholarship recipients at AUBG were extremely high achievers with a median GPA of 3.76. All of them have demonstrated outstanding potential, remarkable academic performance, ambition and discipline, which is now helping them strive in their new careers.

**17**

Full Scholarships awarded

**3.76**

Median GPA achieved by students enrolled in the program



# Regional Restoration Camps

The RRC project, approved in March 2015, aimed at enhancing local capacity in the field of cultural heritage, as well as to preserve and pass on traditional crafts and techniques to younger generations. The project was a 3-year cooperation between the AADF, the Ministry of Culture, Cultural Heritage without Borders Albania, and the University of Tirana. During this period, four yearly camps were held in different cities in Albania, each with a dedicated theme.

Committed Funds

\$0.2M

Benefit to help preserving traditional crafts and arts

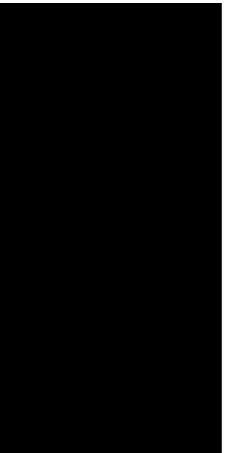
The camps aimed to boost employment opportunities for the qualified candidates who would successfully attend all four camps. These experiences are necessary to increase local capacities and continue the pursuit of traditional crafts in the field of cultural heritage.

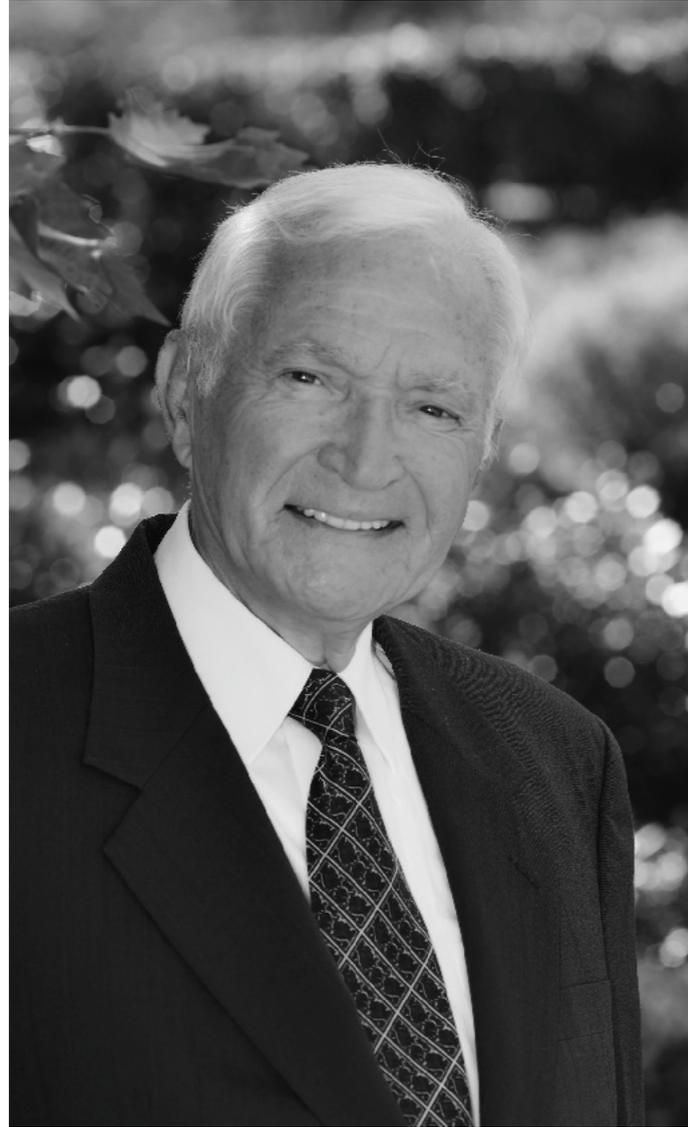
Over **178** Scholarships provided for archeology and history students

**12** Camps organized in Albania, helping boost employment opportunities for participating students



*In Memoriam*  
**Domenick  
G. Scaglione**





*In Memoriam*

## **Domenick G. Scaglione**

Mr. Scaglione was the former Vice President of the International Department of Chase Manhattan Bank responsible for Western European Institutions. He founded Intercontinental Associates, Inc. from which he retired. Mr. Scaglione served on the Board of the AAEF since its inception in 1995 and the Board of the AADF until 2019. He was also the founder of the Albanian Children Fund in New York and the Albanian Children Foundation in Albania. He founded and chaired the American Bank of Albania.

He was the former Chairman of the American Foreign Policy Institute of Washington. He also founded the Albanian Cultural Society. Mr. Scaglione was awarded the Order of Mother Teresa Medal by President Rexhep Meidani in 2000 and the Order of Skanderberg Medal from president Bujar Nishani in 2013. He authored four books.



*Our BoT Chairman during the venue naming ceremony in honor of D. Scaglione*





## Section

Annual Report ... 2019

# 06

# Our Team



# Corporate Culture

Our story is all about people, and so is our success!



As their chosen career partner, we strive to accelerate development of our people, grow and strengthen their leadership capabilities, enhance their performance through strong engagement and nurture an environment of inclusion where everyone can flourish.

Our Team



Annual Report ••• 2019

Performing competitively in the evolving landscape requires competent and empowered people working effectively together in our organization.



Section 06



# Our People

For each of us, every day is an important opportunity to build quality relationships with each other, to embrace new challenges, to engage and share our creativity, hopes and dreams in professional and personal level. We feel grateful that together we celebrate our success and achievements.

## New Hires

**Eni Shtini**  
Education Program



Our Team



2019 Annual Report ...

Highly motivated and engaged, Eni is inspired by the work in our organization and ready to go the extra mile, to make the difference.

Eni Shtini is one of our newest staff members that joined the AADF team recently. After four years of studies at the University of South Florida with a Bachelor of Science in Information Management Systems and two years of work experience in United States of America, he brings his expertise and commitment in Education Sector.

Section 06



# Meet Our Team

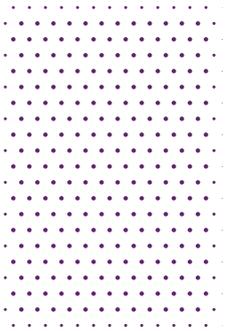


Each of us loves the work we do. Each of us strives to attain excellence. Together we make one formidable team. This is what fuels our creativity, passion and performance.



# AADF Board

*Starting from left:  
Jill Adler, Steve Eastham, Dianne  
Blane, Ronald Cami, Michael D.  
Granoff, Cafo Boga, Aida Repishti,  
Douglas G. Carlston (Trustees  
Emeritus) and Elisabeta Gjoni*





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# Appendix



**Thank you!**

**2019 was a year to remember! We celebrated our 10th anniversary and turned it into a moment of reflection, joy and gratitude. We took the moment and looked back at our accomplishments. We analyzed the lessons learned and realized better the areas we can improve. We celebrated with the thousands of partners, friends, colleagues and appreciated more than ever their enthusiasm, trust and support for what we do! We received brilliant and inspiring words from the last four United States Presidents, former top US diplomats and leaders, Trustees and more!**

**As we often conclude, and as one of the most aspiring professional teams in the country, we remain thankful, grateful and motivated to spare no effort in making 2020 another great year for the AADF and for each of us!**



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The AADF is a legacy organization of the Albanian-American Enterprise Fund, a non-political, not-for-profit US corporation established pursuant to the Support for East European Democracy Act of the US Congress, 1989



ALBANIAN - AMERICAN  
ENTERPRISE FUND



**USAID**  
FROM THE AMERICAN PEOPLE



## Glossary of terms

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- AUBG** - American University Bulgaria
- AIM** - Albania Integrated Management
- CES** - Center for Educational Services
- RRC** - Regional Restoration Camps
- CFFA** - Crimson Finance Fund Albania
- EDA** - Eco-Destination Albania
- SME** - Small and Medium-Sized Enterprises

# Annual Report **2019**



Albanian-American  
Development Foundation



**Albanian-American Development Foundation**

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