



**Together
We Will
Change The
Direction
Of The Wind**

A Decade of Women's Spirit



Tamar Schwartz, Director Women's Spirit

Dear Friends and Partners,

This year Women's Spirit celebrates a decade since its founding. It is an honor to have led this great organization for the last two years. I would like to take this opportunity to thank our board of directors and president of our friends of Women's Spirit for their confidence and support along the way and of course the amazing volunteers and staff that work day and night for women victims of violence.

Together with the joy and pride in our work, we know that staggering statistics. Violence in Israeli society is only getting worse from year to year: The assessment of professionals in Israel is that there are 200,000 women victims of violence (World Health Organization states that the number is 4 times that!) of which only 10,000 women are treated at violence elimination centers. Each year Israeli police open 20,000 new cases. Each year, 20 women are murdered by their partners. We lose sleep over this harsh data, but we must remember they are not an act of fate!

We at Women's Spirit are trying to change the discourse, moving it from a dialogue of victimization to one of hope and empowerment. We strive and succeed to break the vicious cycle of violence that drives a woman to stay or not leave their partner because of economic dependency. We will continue to struggle against any social barrier, governmental or private, perpetuating the economic and occupational inferiority of women victims of violence.

I invite you to review our annual report, which attempts to briefly share our achievements and actions that occurred in the last year. I want to take this opportunity to thank you all for your tremendous support. Together we will make Israel a more just and egalitarian society!



Motty Reif, President , Friends of Women's Spirit

"I am proud to be part of the thoughts and action of Women's Spirit, which is run by Women for Women. Women who have financial independence are confident, independent and liberated from fear - only women can make a difference for women. Together we invest in our abilities and find solutions that create change. A strong persistent campaign will echo in every ear and stop violence against women, from all sectors of society. Together we will ensure economically independent and safety for every woman victim of violence. WE will do it and WE will succeed.

Hagit Bekhor, Chair Women's Spirit Board of Directors

Every woman and man has the right to live a life without fear and terror, and to have both personal and economic independence.

We know that Financial Dependency keeps women victims of violence in the cycle of violence due to their lack of choices the need to support themselves and their children;

I am proud of Women's Spirit that works to remove the chains by providing an exceptional, long-term and focused response to halt the cycle of violence.

The organization's activities focus on acclimatizing and empowering women who are victims of violence, and allowing them to embark on their journey to financial independence in cooperation with the community and supportive professional volunteers.

Moreover, in light of the understanding that the integration of women victims of violence back to employment is a social issue, the organization works by promoting the issue from the point legislation and raising awareness in the general public and policy makers.

We all have the right to economic independence - to a fair chance, to a decent standard of living, to bring the fullest of our abilities, to insure the future of our children, and of course to a secure life without oppression and coercion. It is our right, not grace!



Yael Tsubary, Director Professional Services

The professional staff at Women's Spirit accompanies the participants on their long process to financial independence. Through a wide range of programs that are updated frequently, with the utmost attention to each women's unique needs and barriers.

In addition to the ongoing professional activities, we are constantly attentive to changes in the professional field and accordingly are prepared. In the past two years, the participants' profile has become more complex, a change that requires us to expand our toolbox and upgrade the parameters by which we measure the quality of the process.

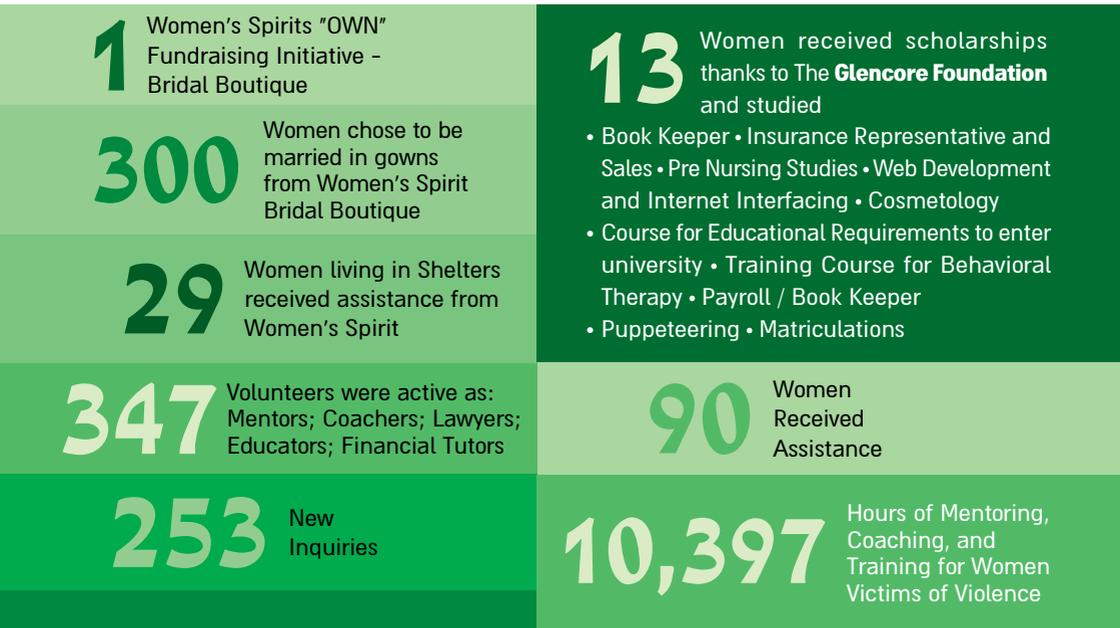
Happily we find ourselves joining forces with employment centers, centers for the prevention of domestic violence and more, fruitful cooperations that help us provide our services to other peripheral populations.

As part of this approach, the professional staff is also busy training external teams in occupational rehabilitation and assist them in the process of working with women victims of violence who do not receive direct guidance at "Women's Spirit" such as the Employment Center in Tel Aviv, Netivot and the Tamar Center in Jerusalem.

In addition, we are working on opening additional work units in Haifa. In 2017, we established branches in Betar Ilit and Lod, which opened the possibility for us to accompany, in an adaptive and methodical manner, Ultra-orthodox Jewish and Arab women.

Women's Spirit over 10 years

Women's Spirit over the last 9 years has assisted **2500** women victims of violence out of the cycle of violence and onto their path of financial independence and their **5000** children.



Talk About Everything Out Loud

"I stand in front of you and speak out loud, but I could not always make my voice heard. When the cycle of violence began in my life, it was a kind of "Holocaust" for me. I experienced sexual violence, physical violence by an alcoholic father, verbal abuse and economic violence at workplaces. They silenced me, threatened me - not to tell! And paralyzed my development in many areas. For many years and even as I grew up I remained a frightened little girl with no voice and inability to talk about my desires and needs, without confidence and self-esteem trapped inside the body of a young woman. I did not have me! One thing was clear to me- I have powers, I will use them not to destroy and imprison those who hurt me, but I will focus on building myself. I took with me a sentence by Victor Frankel: "Those who have a 'why' to live, can bare with almost any 'how'. I had for what, I did not know how ... but I started a journey to save myself!

When my parents decided to immigrate to Israel, without knowing it, they saved me. The physical and economic violence within the family continued, Father's salary was for alcohol, Mother's minimum salary was not enough to support five children. From an early age, I worked to help my mother support

us. I studied at the kibbutz and there were days when I did not go to school because there was no money left for bus rides and books. I volunteered in the national service, studied at the college, volunteered with girls in need, worked in a bakery at night and went to empowerment workshops. Years passed, Dad continued drinking and acting violently toward us, until his body collapsed and required nursing care, then all my time filled up: I worked in two places; I helped Mom take care of Dad in shifts - until Dad died. Suddenly at the age of 29 I had time for myself. My employer allowed me to go to academic studies once a week, but he made sure to remind me all the years that I was "just a clerk!" but as just a clerk I did everything in the office: sales, ordering merchandise, collection, running the business during his long absence. My salary was enough to pay for studies and rent, there were times when I had nothing to eat. For the first time I asked for material help and I received vouchers for food.

At the end of my studies, I got some confidence and looked for a new job. After 11 years at the company, I made do with a raise of 400 NIS and a junior position. At 36, confused by all the changes I underwent, I said to myself, "I have everything, but I do not have me!" I was at a junction, afraid and looking for a solution. Like magic, from a stack of magazines fell the brochure of Women's Spirit. I chose to call, to ask for help, "what could happen?" I thought to myself. From the first time I stepped into Women's Spirit, I felt at home, and within a short time my life began to undergo significant changes.

Like a home, I got warmth and love from Women's Spirit's, and with the tools I received in workshops, lectures, coaching, listening, hugging, job search assistance, I "blossomed Women's Spirit saw me! We placed emphasis on and independent future, even outside this warm home.

For a nominal fee, I got a membership to the gym; on their recommendation, I started a targeted treatment for victims of sexual assault - where I really met myself.

I started sessions with a personal coach to strengthen my self-confidence.

There are angels without wings on earth; I had the honor to meet one of them, my life coach! She taught me and gave me tools to deal with situations in the workplace, helped me believe in my powers, taught me to see myself, to look myself in the eyes and be proud of what I see. Thus, I learned not to lower my gaze when standing with someone. That I am fine just as I am, creative and hardworking, devoted, responsible... When a senior position opened up in my workplace, I submitted my candidacy, despite the fear; I voiced my wants and needs and I got the job! The responsibility was great, I was overwhelmed, I was afraid and I asked for help from Women's Spirit, and got it! I received a scholarship for a refresher course. In the process, the belief in my abilities increased and I decided that I wanted to be a mother.

I started fertility treatments, failure after failure, almost brought me to despair, I continued to come to Women's Spirit, to participate in workshops, and every time to be empowered. Remember: "Those who have a 'why' to live, can bear with almost any 'how', I have a goal - to continue despite everything - it will happen for me - I believed it !!

Today, I stand before you, speaking up and saying aloud, that thanks to those good people who I met on my way to reach this point, they made me believe that everything is possible! I am almost 40 years old, and I am pregnant! I won. My victory was over those who hurt me, because I believed in building myself, in learning to make my voice be heard, and not to destroy them. My thanks to Women's Spirit, which gave me this right to stand before this group and speak aloud. I shall conclude by saying that I have fears about the future, but despite that, I know that today, I have the tools I received and myself. I will do the best I can so that the future will be even better for my child and myself. Thank you!"



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January

In Charge
of "My
Finances"!

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In Charge of "My Finances"!

We began the New Year learning tools, techniques and methods that help our participants. We hosted Aya Tamari, an expert advisor on family financial planning, for an interesting and important practical workshop on proper financial accounting.

We learned how to make order in our "mounds" of financial paperwork - what to save, what to throw and to prioritize household spending, as well as how to build a family budget, and last but not least the importance of financial education from an early age.



Herstory

"An independent woman in my eyes is a woman who is aware of her abilities and strengths and uses them"

Perach Gvil, Women's Spirit mentor, for two years.

I am a lawyer with 30 years of experience working for the Tax Authority in Eilat. Mother of three lovely children - Arava, Noam and Mika.

When I moved to Tel Aviv, I wanted to volunteer and chose Women's Spirit, where I volunteer with "A" - an amazing woman.

I decided to volunteer because I felt that I had the ability to give and transfer to others what I had received in my life, I felt that the time had come to give.

At Women's Spirit I found a home where women's main attributes is giving to other women! There is no doubt this is the best place to lead women to independence in general and economic independence in particular and I am proud to be part of this and these wonderful women.

My message to you is that each of us has a lot to give, from life experiences, from the different skills and abilities that reside within us, and the satisfaction is tremendous and I call upon you to take part.



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February

Breaking the Bind

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Breaking the Bind

"I have no money! Everything is with him! He tells me what I can and cannot do!"

We Have the Last Word

- Thanks to Women's Spirits accomplishments **new procedures** have been mandated to ensure the safety of Women Victim of Violence:
 1. Security officer escorts women threatened by their husbands during legal hearings
 2. Expedited treatment and limited execution time, for women whose partners delay child support payments
 3. Track the banking system unique treatment for women leaving shelters, including the possibility of rescheduling their debts and prompt treatment, in conjunction with the Supervisor of Banks
- Women's Spirit is a partner in formulating **a new law - Economic Violence**, which is breakthrough regarding the definition and recognition of this phenomenon!. According to polls, over 1/3 of Israeli women suffer Economic Violence at the hands of their spouse.
- **Freezing of Debts of women living in shelters** - many women victims of violence carry heavy debts incurred from their spouse, which continue to spiral while they are living in fear for their lives. Following our proposal - interest rates and amount of debt will be reduced and collection will commence only a year and a half after she enters the shelter.
- In February, 75 professionals attended a **conference** on "The Implementation of New Procedures" initiated by Women Spirit, in collaboration with the Enforcement and Collection Authority in Israel.

Speakers at the conference included Merav Michael, Israeli Parliamentary member, Dr. Merav Shmueli, Director of Advocacy & Policy, Tamar Schwartz, Director of Women's Spirit, and one of our participants spoke about her horrendous difficulties with the Debt Collection Authority which demonstrated the critical need for our new procedures.

The conference hall was filled with professionals working with women victims of violence: welfare staff; Social Workers and Bailiffs from all over Israel.

Women's Spirit conference was an important step in raising public awareness about Economic Violence and its repercussions.



"A", 39, from the center of the country

"When I was young I gave birth to my son and decided to be a stay at home mom. my husband worked and left me an allowance to cover household expenses. He checked every receipt with a fine tooth comb and was angry when he deemed something unnecessary.

My husband opened a business, and I was forced to sign all kinds of documents and forms with him at the bank. I never was allowed to see our personal or business accounts. I thought about getting a divorce many times but, I was fearful. I had never lived on my own and I have young children. After a particularly frightening incident, in front of my children, I began to find out about the possibilities for a Get (a Jewish divorce) . A friend went with me to the bank, and for the first time I saw how bad our situation was. I did not know where I would go and what I would do. All my life I managed only with cash that "he" gave me and suddenly debts of tens of thousands of shekels. I started the process of divorce, very hard, my husband is not paying alimony. I got my divorce a year ago, and every day is a war of survival. Women's Spirit gives me a lot of support and tools! Today I work part-time as a kindergarten assistant, and I receive support from the Israeli National Insurance Institute. "



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March

Legal Guidance
and Full Exercise
of Rights

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Legal Guidance and Full Exercise of Rights

"Kol Zachut" - Every Right * (a website that maps all governmental civil rights in Israel) training for Women's Spirit volunteers.

In 2016 we worked diligently together with "Kol Zachut" and created an online guide that maps, clarifies and makes accessible rights of women victims of violence in Israel. Topics include: health; education; housing; social security; employment security.

In late 2016 Women's Spirit professional staff underwent intensive training and simulations and in March 2017 a volunteer training took place to make the guide user friendly to all and is now implemented as the guide's a tool to assist all Women's Spirits participants.

Furthermore, we are also providing legal advice and a process for full exercising of rights in collaboration with Legal Aid of the Ministry of Justice, and "Schar Mitzvah" - The Israel Bar Association Pro Bonus Program.



Herstory

"M" is a Ultra-Orthodox woman, victim of violence, divorced, mother of 4 living in Betar Ilit

Before she was divorced her ex-husband always tried to prevent her from going to work. "He told me I was not going to work, and I pushed him out of my way, neither he nor anyone else was going to stop me." "Even 8 years after divorce he continues to abuse me via emotional and financial abuse and due to endless and complex legal proceedings against me.

"M" came to Women's Spirit employment workshop in Betar Ilit and received individual guidance from Sharon our coordinator, which included in depths analysis of her career options. In addition we were able to refer "M" to our partner The Rackman Center, at Bar Ilan University in her endless legal battles. The Rackman Center works for the advancement of women and activates legal aid programs. Following Women's Spirit request they represented "M" in court.

"All my life I screamed and fought for myself, Women's Spirit reached out a hand, listened attentively and helped me in my last struggle to stand up for myself"



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April

Crossing
the Street



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Crossing the Street

Women's Spirit has worked in Haifa since 2014, in cooperation with the Municipality, Women's Shelters and the Center for the Prevention of Violence.

In April 2017 our "Employment Course" for women from the shelter and the Center for the Prevention of Violence began 10-session workshop that covers core topics and practical tools for the labor market of today. In addition Superpharm employees joined the women for a day of prepping themselves for an interview "to look and feel their best", and Intel employees from the Human Resource Department joined us and helped women write resumes as they embarked on their way to finding employment

The participants in the program attest to a positive improvement in their perception of their abilities, personal / social development and the sense that not only do they have a place in the world, they have a voice.

Thank you to Superpharm and Intel for making Women Victims of Violence a priority.



Herstory

"D" is 39 years old, emigrated from Ethiopia as a child and managed to finish high school. She was married off immediately thereafter and has two children. "D" was referred to us by the Violence Prevention office in Haifa where she had been taking parenting classes. "D" was employed as a manager of a shoe store but dreamed of something more. She participated in one on one sessions with her program manager Rebecca and decided to become a P.E. Trainer and received a scholarship from Women's Spirit and a voucher from Tamat to study at Wingate University. "D" says, "it's unbelievable, never in a million years would have I been able to dream about what I wanted to do, let alone live my dream!"

"S" is 37 years old Bedouin divorcee with five children between the ages of 4-16 from the South of Israel. She was married "off" very young and had not graduated high school. She suffered physical violence and to this day she lives under the threat of murder. "S" was living in a shelter for abused women in the north and was referred to us by her social worker from the welfare office. Since "S" began: she has met with a Women's Spirit volunteer mentor for over a year; completed her GED; took part in our employment course; received a certificate for a 6 month communications workshop and has applied to begin studying Social Welfare at the University of Haifa. She has become an activist within the Arabic speaking community.

"S" says "I simply do not where I would be without Women's Spirit, they are walking by my side every step of the way."



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Crossing the Street

Women's Spirit recently completed its first ever employment workshop for ONLY Ultra-Orthodox Jewish Women Victims of Violence: aged 29-52 All were mothers of children average of 6). Some were grandmothers, all were divorced suffering from Economic Violence. Some had also suffered physical, emotional and sexual violence as well. Some of them had never used a credit card, written a check or had access to their own bank account. Most of their ex-husbands were not paying child support. All were holding some type of part time job which gave them a a place to be somewhere to be social

They all have dreams and aspirations!

Sharon Women's Spirit project manager said: "it was important for me to adapt to their world, their beliefs and work from their point of view and help them realize the many skills they do have and that our work together was going to bring their abilities to the forefront to believe in themselves that their dreams can become their reality."

"Ide", 46 year old: I come from a home that my mother owned a business, I am assertive and I know how to get things done! I don't know what happened to me... how I ended up like this."

Ide completed the workshop and in 2018 will begin meeting with her Women's Spirit business mentor. "I want to be a business woman, own my own business! I know I can and I know I will! Thank you Sharon! Thank you Women's Spirit you are making my dream a reality.



"A healthy society should encourage and treasure those who act to reduce violence against women"

Gila Gamliel, Minister of Social Equality

Women's Spirit at the president's home as, Winner of the Achievement Award from the Israeli Minister of Social Equality for Outstanding Achievements 2016 for our efforts on behalf of Violence Against Women.



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פריצת גבולות

Financial Independence

Финансовая независимость

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May

Town Square

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Town Square

We celebrated Women's Spirit Town Square 1st Birthday.

Every Sunday afternoon the living room at Women's Spirit is bursting at the seams, participants come to spend a few hours "hanging" together. Town Square is an initiative designed to provide participants with a window of time and space to meet with other women victims of violence, to talk to learn to give and to contribute to one and other.

The space is a supportive feminist environment, enabling friendships to form; support is given to the difficulties of coping with daily reality, and a dialogue about issues that are challenging to deal with among those who have had similar experiences.

At Town Square there are lectures, holiday celebrations, help with employment search and supportive mentoring for assistance in writing resumes, preparation for job interviews, and emotional support.

During the year, the participants heard a variety of lectures by the Women's Spirits volunteers, participants and guests including, Judges, Therapists, Financial Planners, Educators, Artists....

A taste of Town Square

- Israeli Cosmetician Association pampering for a day
- Knitting Workshop by a Women's Spirit participant
- Personal Growth Workshop for Body and Spirit by Financial Expert Lian Mor
- Leadership and Assertiveness Training by being Pro-Active in Life
- Financial Skills Workshop including an Israeli program "Saving for Every Child"



Herstory

"Today, after Town Square I was caught up in a conversation between two participants, an older Israeli woman victim of violence with extensive experience within the bureaucracies of Israel and a young immigrant Ethiopian participant, a mother of a year-old baby who was in severe debt "leftover" from her violent marriage.

The "older" offered to help the "younger" woman at the bailiff's office.

They decided to go together to the debt collection authority to get information about her case and see what they could do to reduce the debt and reach an agreement. They coordinated what documents she needed to ask from which offices and what they were going to say.

Afterwards, they also spoke of claims for alimony, social security, studies and nursery school for her child.

It is really exciting to see Town Square in action, the connection, caring and a feeling of identification and desire to help each other.



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June

Spheres of Influence

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Spheres of Influence

A mentor at Women's Spirit shared her personal experience.

"Good evening, my name is Keren Or, I am 45 years old, divorced, mother of two, owner and CEO of a building company.

Two years ago I wanted to do something for someone else. A good friend wrote a post on Facebook about Women's Spirit mentoring program and a minute later I sent them an email.

I believe in long processes and I know that when the base is good and stable, amazing things will rise from them. Therefore, I knew that the process that a mentor does with a participant will be great.

Volunteering opened up a world I did not know. I have personal challenges, like most of us, our daily lives, provide us with quite a few test but this was also diminished by the life stories of the participants I worked with. It gave me a deep understanding and put my struggles into proportion.

I met my participant 10 months ago, an amazing woman and it is very clear to me that if she had not encountered the person who hurt her; her life would have looked completely different. Another thing that is crystal clear to me now is that despite her challenges, her life, thanks to Women's Spirit, is slowly becoming a life of fulfillment self-respect, self-love, optimism and hope that grows every day. This process is also a lesson for me.

We meet once a week We open a diary, mark goals, according to an annual business plan that we built together at the beginning of the year, check weekly income, check weekly expenses, and never forget to check the bank statements! Her monetary increase monthly is tangible and stable!

Why is it so important? Because stability in every field instills confidence and quiet within us, it increases our motivation to invest and it builds our self-confidence, real confidence that is a must for us, as women, as breadwinners.

And for me ... Getting out of my daily routine, my career, my family and the time I devote to these meetings, expands my heart, her every success makes me feel great satisfaction as if it's my success. Conversations with her sometimes also reflect challenges in me and without paying attention; I get answers for myself as well.

And when you think about it, I get at least as much as I give!"



In June, we were excited to honor our volunteers and partners of Women's Spirit.

Prof. Einat Peled, Chair of Women's Spirit and part of the founding board stepped down after many years of dedicated service and we welcomed **Hagit Bekhor**, Director of Bank Hapoalim Joint Development Center as Women's Spirit new chair.



It was also our pleasure to give out **"The Katan Award"** for the Advancement of Gender Justice through Voluntary Work. **Prof. Yossi Katan Z"L** was on the board of Women's Spirit and served as the first Chairperson. He was a senior faculty member at Tel Aviv University School of Social Work and a senior researcher in the Taub Center for Social Policy Studies in Israel. Professor Katan was considered a visionary in the field of personal social services in Israel. In memory of Prof. Katan, Women's Spirit together with his family, initiated, the Katan Award in 2013.



2017 recipient: **Dr. Yofi Tirosh**, is a Law Professor at Tel Aviv Faculty of Law. An expert on anti-discrimination law, employment and labor law, and feminist jurisprudence.

Activist primarily on gender equality issues, currently with a special focus on sex segregation in Israel. A member of coupling committee to Israel's Equal Opportunity Commissioner and of Israel's Women Network board.

2015 recipient: **Professor Nadera Shaloub-Kevorkian**, Hebrew University's Law Faculty

2014 recipient: **Professor Ruth Halperin-Kaddari**, Bar Ilan University's Law Faculty

2013 recipient: **Dr. Daphna Hacker**, from Tel Aviv University's Law Faculty



Thanks to each and every one of the volunteers and partners, Women's Spirit succeeds in bringing about real change in the lives of women victims of violence in Israel!

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July

Women's Spirit Bridal Boutique

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Women's Spirit - Bridal Boutique

Our Boutique, located in the center of Tel Aviv, is a unique business-social venture that combines the sale of bridal gowns donated by fashion forward Israeli designers and brides and social action for the advancement of women victims of violence.

The warm atmosphere and personal touch that the brides receive from the volunteer staff has made quite an impact and it brings more and more brides that cannot afford or those whose social value and contribution to the community are an inseparable part of their lives.

The Boutique is not just a business-venture but also Women's Spirit platform to raise awareness among thousands of women every year; about women victims of violence and how to help them overcome the obstacles, break out of the cycle of violence and move towards economic independence.

In July, we held a special Bridal Faire at the TLV Fashion Mall that hosted us with all their heart.



"Women's Spirit Shalom, I wanted to update and tell you that the dress I bought at the boutique was stunning and comfortable, I received a lot of compliments and felt great that it was for such a good cause. I also wanted to tell you that I am going to donate it back to the boutique after getting it dry cleaned. I know you will be able to sell it again.

Thank you so much! You do such important work and I was glad to take part in it!

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August

Breaking
the Bind -
Advocacy and
Policy Change

Activist



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Breaking the Bind - Advocacy and Policy Change

In 2013, after several years of fieldwork with women victims of violence, we realized that direct assistance to women affected by violence is critical but insufficient. It is necessary to change legislation and policies to promote the economic freedom and rights of women victims of violence.

To ensure women have a chance at rebuilding their lives from the wreckage of violence, Women's Spirit works to change perceptions, raise awareness and change legislation hurting women's financial strength:

Breaking the Bind which stands for policy and legislative change includes advocacy efforts, initiating and developing effective partnerships with policymakers in the government and the parliament, as well as with civil society organizations, in order to give the political voice to victims of violence.

Herstory

"We were together from the age of 17 and I always knew something was wrong in our relationship but I couldn't put my finger on it. I was very much in love with low self-esteem and I was an excellent "yes man". I even ran away from home a few times but what always brought me back was money. I was in debt up to my eyeballs because of family expenses and loans that came out of our bank account and at home he would not let me touch the money. He said I was not responsible, I was a spender. I lived on the pennies my mother gave me. Because I worked with my husband at his company, I never received a paycheck. At a certain point it became clear to me that I had to get out of this situation, I convinced him to sell our apartment in order to pay off the debt that we had accumulated. The moment the funds came into my account I left."



Hearing the Voices of Women Victims of Violence

Women's Spirit **represents the voices** of women victims of violence. We initiate and develop partnerships with policy makers in the government and in the Knesset, as well as with civil society organizations.

- 1. Coalition to Ensure Child Support Payments** in cooperation with "Rackman Center" at Bar Ilan University and "Em Habanim". The Coalition calls on the government of Israel to correct injustice of years: including alimony payment reductions against their salary - we were able to reduce the deduction from 60% to 25%. We will continue the fight until we reach 0%! Rackman Center for the Advancement of the Status of Women; Em Habanim; Jerusalem Municipality "Change Together"; "BA'ASHER TELCHI..." ("WHERE YOU GO..."); Women against Violence; M.A.L.A; Adina Bar Shalom; Am Echad Lev Echad (The New Seed) ; the Israel Association for Ethiopian Jews; Rosh-Haayin Municipality
- 2. Coalition Partners** - Women's Organizations that seek Economic and Employment Equality
- 3. 1325 Task Force** - Women's Spirit takes part in various activities aimed to promote the implementation of UN Resolution 1325 in Israel, demanding women's involvement in decision making processes in matters of personal security and violence prevention.



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A woman with blonde hair, wearing a dark jacket over a floral top, stands at the front of a room, pointing at a whiteboard. The whiteboard has a circular diagram with the words 'PAIN' and 'JOHN' written inside. To the left, a poster titled 'De Cézanne à Matisse' is visible. To the right, a poster with the word 'POY' is on the wall. In the foreground, several people are seated in chairs, facing the presenter. The entire scene is overlaid with a semi-transparent green filter.

09
September

Building My
Own Business

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Building My Own Business

Herstory

"V" is a 43 year old divorced woman victim of violence , holds a Masters in Art Therapy, mother of 3 young children and when she first came to Women's Spirit, was working part time as an aide with children of Special Needs for minimum wage. In a very short amount of time, "V" made a 180 degree turn around. After meeting with her program manager at Women's Spirit, she was given a gym membership (taking care of oneself is a golden rule at Women's Spirit), and began weekly meetings with a life coach and in a very short amount of time began working as a freelancer in her chosen field of Art Therapy. In addition to receiving moral support and guidance, I received something else, something I needed... belief in myself, belief in my abilities. Today I am climbing a ladder to financial success! Thank you Women's Spirit you helped me climb the ladder!



How can I sum up two and a half years of unconditional love?

My heart is filled with gratitude for Women's Spirit and for the women I met there who helped me see the light within me and bring it out.

I have a friend that volunteers at Women's Spirit and tried to convince me for an entire year to come. But, I was not willing, I do not need help, and I can go through everything alone or so I thought. And then, I went through a crisis and it blew me away. I reached out to Women's Spirit and went for, an hour long initial conversation, that lasted for three, wrapping me up and talking to me until I felt safe going home. Challenging days when I had difficulty getting out of the house, fear and shame about something I had never done, and much more... Then I met Sharon, my coordinator at Women's Spirit and began the course of "Building a Business of my Own", and throughout all of this, Sharon wrapped me with love and I felt I have a home and I was protected.

I learned a lot from a business point of view, but the most important and precious thing was her warm embrace when I did not agree to get out of bed she said: "Come you don't have to talk, just sit with us." I washed my face, and came. And I spoke, and spoke and spoke...

Sharon, you came to this world to show each person the uniqueness they have, its passion, the realization of dreams, and I chose to fly far and wide, I gained strength and power and together you helped me reach amazing places in my life.

Women's Spirit connected me to the amazing Rita, My Life Coach, she gave me hope, a belief that there is something bigger than what I see, and in truth today, I actually see it.

Some of the things I learned I have implemented and some not. However, I could not have learned what I have learned in Women's Spirit anywhere else.

Keren Or another amazing Women's Spirit volunteer, full of giving like a fresh breeze. I felt that someone listened to me always. She saw me, she understood me even when I did not understand myself.

A year and a half of blessed work. I set up my OWN BUSINESS and an angelic light in the form of a woman, supported me, helped me, even came with me to court and always believed in my strength.

I learn and listen, bring objections to Keren Or and she dissolves them with compassion, grace and love. The giving of one amazing woman.

Thank you Women's Spirit!"

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10
October

**Raising
Awareness,
Education
and PR**

רווח נפשית
עצמאות כלכלית
לנשים נפגעות אלימות

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Raising Awareness, Education and PR

In 2017, we increased our public awareness activities of the barricades faced by women victims of violence as they opened a new page in the book of their life.

We held training workshops at Violence Prevention Centers throughout the country for treatment teams & professionals who aid women victims of violence.

We initiated and developed large-scale collaborations with Legal Clinics at the Ono Academic College and the College of Management Academic Studies.

This year, we delivered many lectures and community sessions to diverse audiences and even opened the first "Women's Spirit" course for non-professionals at Verint a business. Both men and women participated and learned about women who are victims of violence, the struggle and activities of Women's Spirit.

Every media publication is a platform to inform, raise awareness and talk "out loud" and NAME "Economic Violence", an issue that is silenced, "not heard of" and so very many don't understand. This year we participated in television and radio programs, continued to develop and grow on social networks, and also updated our website.



Herstory

Nirit, 35, mom of two

"At some point I realized that something was wrong and I made a plan to leave, again. I had run away many times before ..., but what brought me back was always the money.

I received money from Israeli Social Security that I spent on rent, but the house was empty, the children and I would collect furniture from the street," she says. But this time, something was different, Nirit had heard about Women's Spirit, a place that helps women who are victims of violence achieve financial independence. A window had opened a crack, it was at my most critical moment that they were there for me, they embraced me."

For two years, Nirit met once a week with a mentor from Women's Spirit who helped her, step by step, in all areas of life. "The mentor helped me with things like changing schools for my children, preparing for job interviews, and understanding me, and what I wanted to become." Today Nirit is at the university studying to become a lawyer and is now in the midst of her final exams for her degree.



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November

International
Month for the
Elimination
of Violence
against
Women

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International Month for the Elimination of Violence against Women

International Day for the Elimination of Violence against Women takes place every year on November 25th. Women's Spirit uses all of November to bring attention and awareness to the issue of Violence Against Women.

The Habima National Theater partnered with Women's Spirit for the Opening Night of the play **"Road Signs"**. "Road Signs" tells the life story of Naomi Shemer, an accomplished national poet and song writer. Shemer, played by four of the best actresses in Israel, is presented as a complex, strong, and financially independent woman who has survived despite the fact that she is a woman in a masculine world.

The evening, began with Violet Yehudai, a courageous participant of Women's Spirit, reminding us that our reality can always be changed: "It is important for me to convey a message to women who experience violence: I know that the fear of leaving a violent relationship is hard and scary, but it can be done."

We conducted an important **workshop on "Identifying Signs of Violence in Women"** in cooperation with the Israel Cosmetic Association and parliamentary member Aliza Lavie. The workshop provided cosmeticians with practical tools for identifying violence and resources they can use. They meet dozens of women every day and maintain close, personal and continuous contact with them, making this encounter a crossroads that can help, identify and prevent violence against women.

Hundreds of people joined us in Haifa and Tel Aviv in the rain and cold to mark of the International Day for the Elimination of Violence against Women. Especially this year, it was important to shout out the cry of women who were victims of violence the #metoo campaign showed that we are in this together, and every day more and more women cease to be silent and expose the difficulties they face. Tamar Schwartz, Director of Women's Spirit, spoke at a rally held at the Cinemateque in Tel Aviv: "An independent woman is a free woman. We demand that the Ministry of Social Affairs rehabilitate women with economic empowerment.



Herstory

"H" 40 years of age with one child.

"H" worked for many years in a bank and holds a MBA. " I was married for three terrible years. I just did not see the signs but they were there... right before my eyes, but I didn't see, it was just like I was blind!"

"H" tells stories of verbal and economic abuse so terrible that even the memories make her shake. "He gave me a budget for every day expenses, but I had to bring receipts for everything. He came with me to the supermarket and would remove items that he deemed unnecessary and if I would dare argue the punishment was to leave the supermarket at that same moment. It was an especially rainy winter, and I would turn on the water heater to warm the water for a shower he would scream at me to turn it off... I had to warm water for babies' bath on the stove... it was never ending.... I stared divorce proceedings and I understood very quickly that if I wanted to receive a "Get" (Jewish divorce) I would have to give up anything related to and of our monies and financial holdings, and that is exactly what I did!! I heard about Women's Spirit, I came there and never looked back.

The program helped me understand my financial and legal rights. I began meeting on a regular basis with a Women's Spirit Life Coach that helped me make decisions about my career. I received a scholarship from Women's Spirit to learn and sharpen my skills and now I am ready and will take part in Women' Spirit's course of "Building My Own Business".

Even though I am only with Women's Spirit just over a year, it feels like ten! I can't believe where I am today!"



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12
December

Social
Responsibility
in the
Community

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Trenda - Women's Spirits Fashion Bazaar

In 2017 as in every year Trenda, Women's Spirits Fashion Bazaar took place at Meham HaTachanga, Tel Aviv. The bazaar was made up of brand new designer clothes and accessories and a Bridal showroom. In addition participants of Women's Spirit who are designers sold their designs. Personal Stylists gave advice to buyers and helped them complete their "looks".



Rolling

We were fortunate to be one of 25 non-profits chosen to receive a car from Toyota Israel! This important donation allows us to travel the width of Israel and help more women victims of violence.



"Gift it Forward" - A Social Wedding Gift



Getting Married Soon? Looking for a small gift to give guests? Leave the pot and plant or a pair of flip-flops ... Give a gift with benefit!

Meet the "Gift it Forward" - an initiative that encourages donations as a substitute for wedding gifts for guests.

www.startingood.org.il

Gift Away - in lieu of your "gifts" **GIFTAWAY**

Easy-to-use online platform that allows you to celebrate your special occasion by asking the guests to donate a gift to Women's Spirit, plus generate viral awareness and to mobilize others.

www.GIFTAWAY.org.il

Women's Spirit Lectures

Women's Spirit offers fascinating and enriching lectures that give a glimpse into the content areas of the organization and its activities. It's an interesting experience with reference to the daily lives of participants from the Women's Spirit activities.

One-time lectures or several meetings workshops - please contact us 072-2507770.

Volunteering at Women's Spirit

Mentors, Life Coaches, teachers, career counselors, boutique volunteers, and more.

Interested - www.ruach-nashit.org.il or Hitnadvut@ruach-nashit.org.il

Monetary contribution -

P.E.F Israel Endowments Funds: U.S. tax deductible contributions to P.E.F. Israel Endowment Funds, Inc., 317 Madison Avenue, Suite 607, New York, NY 10017 with a recommendation that it be used for Women's Spirit.

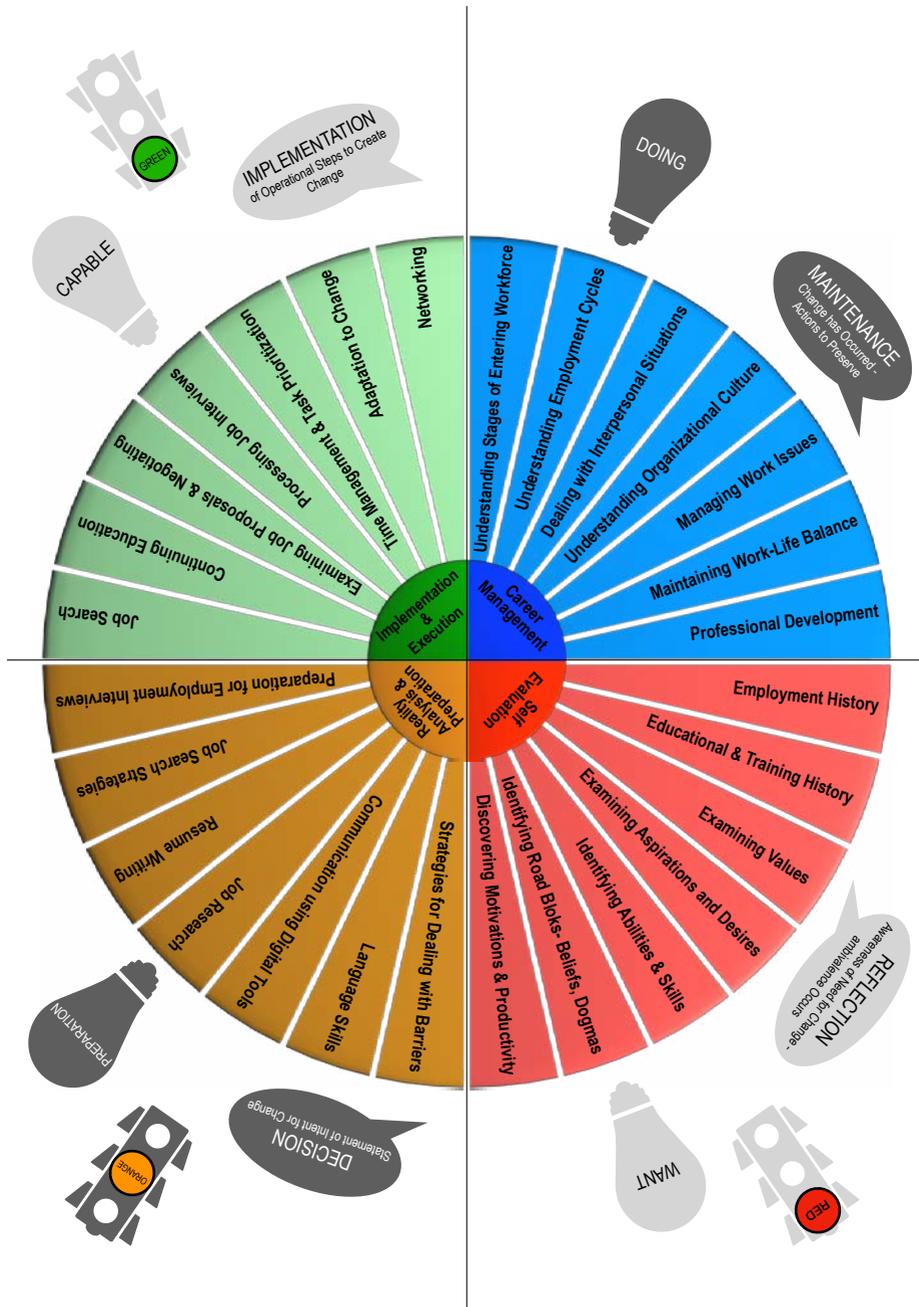
Phone: **+972.72.2507770**

Email: office@ruach-nashit.org.il

Address: P.O. Box 51141, Tel Aviv, Israel, 6713813

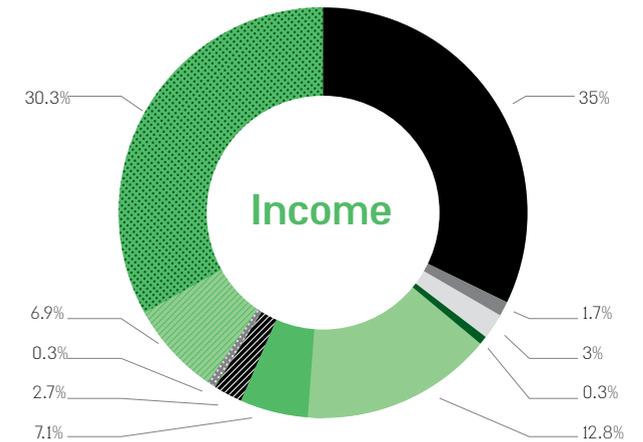
Please contact us to learn more about donation possibilities

Employment Development Model

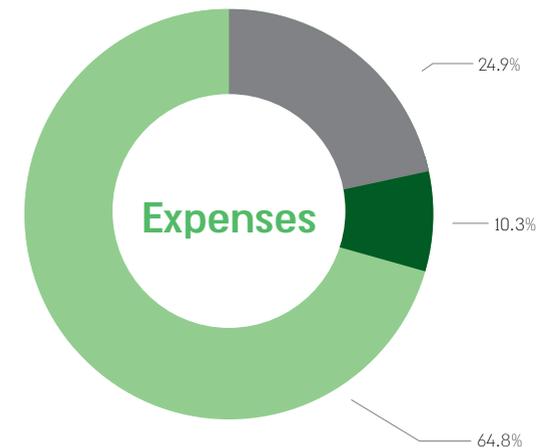


Income and Expenses

- Foundation 36.4%
- Private Donors 1.0%
- Municipalities and Government 1.6%
- Lectures 0.7%
- Events 12.6%
- Partnerships 4.1%
- Businesses 3.0%
- Participation Fees 0.4%
- Bridal Boutique 7.2%
- In-Kind 33.0%



- Events, Initiatives and Collaborations 24.9%
- General Expenses 10.3%
- Programming 64.8%



"How wonderful it is that nobody need wait a single moment before starting to improve the world" Anne Frank



Team

Tamar Schwartz - Executive Director
Yael Tsubary - Director Professional Services
Attorney Dr. Merav Shmueli - Director Advocacy & Policy
Orit Rubin - Crossing the Street Case Manager
Sivan Daniel - Coordinator of Education and Training
Miriam Peer - Volunteer Services Manager
Sharon Shapira-Nachum - Business of Their Own Case Manager
Rebecca Weistuch - Manager Professional Services - North
Or Scop Elron - Program Manager - Haifa
Roni Ben-Zvi - Coaching Coordinator
Tamar Dahan - Seeds of Growth Case Manager
Michal Hochberg - Seeds of Growth Case Manager
Amy Slater-Ovadia - Development Director
Anat Garnai - Community Relations Manager
Attorney Maya Schlesinger - Development Manager
Karin Rabinovitch - Program & Operations
Shulamit Fishman - Intake & Community Relations Manager
Olga Rozov - Administration

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Thank You to our Professional Creative Team for their IN-KIND Donation

Photography: Oren Shalev  Graphic Design: **FLY** Branding & Design

Content Production: Lior Lev Ari 

Women's Spirit long-term, transformational community impact based upon the FACT that if women are financially able to provide for themselves they are much less likely to stay or return to an abusive situation.

Change we expect to see in society is a in perception, action and policy towards and for Women Victims of Violence

Growth in community involvement in the process of creating true social change for women victims of violence:

2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
	Women's Spirit Founded	Professional Volunteers, Mentoring & Life Coaching	Trenda – Fashion Bazar	Spreading Their Wings	A Business of Her Own	Opening Doors	"Katan" Prize	Internaional Conference	Breaking the Bind	Bridial Boutiqe	Town Square	