

# 2025 Overview



## Women's Spirit – Financial Independence for Women Survivors of Abuse – 2025 Overview

**What is Economic Abuse?** Pattern of ongoing behavior by one partner toward the other that involves intimidation, coercion, or control, expressed through at least one of the following actions:

**Prevent** - access to money or financial resources

**Control** - of all finances

**Restrict** - financial independence, making it hard to manage daily life and often leading to debt



**Women's Spirit**, since 2007 has promoted the economic independence of women in Israel who have experienced physical, sexual, emotional, and economic abuse. The organization strives to create social change through a feminist perspective and a strong commitment to social and gender justice. Women's Spirit is the only organization offering a practical, long-term pathway out of the cycle of abuse, focused on individual and group-based economic empowerment. The organization works in close collaboration with social and business partners, policymakers in the Knesset, and government bodies, based on the understanding that the integration of survivors of abuse into the workforce is a social issue. Meaningful change can only be achieved through raising public awareness and advancing policy and legislative reform.

**Women's Spirit holds Special Consultative Status with the United Nations (ECOSOC) and has been recognized with multiple honors, including the Midot Award for Effectiveness in Social Action, the President's Award for Volunteerism, and a Certificate of Appreciation from the Minister for Social Equality for its work in combating violence against women, with a particular focus on economic abuse.**

**Women's Spirit works to rewrite the narratives of women who have experienced abuse and operates in four main areas:**

**Individual level** – One-on-one work with participants, providing practical tools, training, and knowledge to help them find employment, break free from the cycle of abuse, and achieve economic independence.

**Community level** – Recruiting and training professional volunteers and engaging businesses that provide support and guidance through training, networking, and job placement, as well as partnerships with a wide range of companies as part of their corporate social responsibility (ESG) efforts.

**Policy level** – Women's Spirit works to reform policies and legislation that disadvantage and disempower women. This work highlights forms of "invisible" abuse that many women endure but are not formally recognized as survivors by existing systems, leaving them to face significant hardships caused by systemic injustice and outdated laws.

**Educational level** – Women's Spirit raises awareness about violence against women, particularly economic abuse, through lectures, workshops, and training sessions conducted nationwide in Hebrew, Arabic, and English. The programs have been greatly expanded to equip individuals and women from all communities, both in Israel and abroad, with practical knowledge and tools.

**In 2025**, like most organizations in the country, we worked alongside the ongoing war, and everyday life became intertwined with emergency circumstances.

This year, we could not ignore the sharp escalation of violence against women, which resulted in 44 femicides, partly due to the intolerable ease with which weapons are distributed in public spaces. We also note Operation "Im Klevi," which disrupted the daily lives of many of our participants, most of whom live without a safe space in their homes, finding themselves moving with their children between shelters, without a support network or family backup.

We did not give up on a single participant, even when they were placed on unpaid leave or dismissed due to frequent work absences. This year required us to hold both ends of the stick: on one hand, providing significantly more material support than usual to help our participants keep their heads above water, and on the other hand, nurturing dreams, hope, and a vision for the future. Within this framework, we encouraged participants to pursue education, apply for scholarships, acquire employment skills, and plan their lives as normalcy gradually returned.

## Women's Spirit in the Public Sphere

**"National Month for Combating Violence Against Women"** – This year, we once again made sure our work was visible in the public space, highlighting our partnerships with dozens of leading businesses that partner with us. We led a comprehensive social media campaign alongside dozens of lectures in supporting companies, under the theme: **"Economic Independence for Women Survivors of Abuse – Anytime, Anywhere."**

We also launched a campaign to lay the groundwork for declaring **November 26 as the International Day for the Prevention of Economic Abuse.**

We published 116 articles across various media outlets and appeared on podcasts and TV programs. Throughout it all, we consistently emphasized the critical link between economic dependence and independence.

## Accelerated Global Engagement

Even in days of heightened hostility toward Israel and despite a decline in its international reputation, Women's Spirit has intensified its work on the global stage.

Within the framework of our **UN Special Consultative Status on Gender and Violence Against Women**, we initiated and led a conference in Geneva in November in collaboration with the Israeli UN delegation. The conference, titled **"Elimination of Economic Abuse Against Women,"** invited numerous ambassadors to learn about economic abuse and our work in the field. Alongside Women's Spirit, representatives from Latvia and the U.S., as well as CEOs from similar organizations, spoke about progress in their countries regarding the prevention and response to economic abuse.

During the conference, we officially announced **November 26 as the International Day for the Prevention of Economic Abuse** from the UN stage – pioneering event aimed at amplifying this issue across influential circles.

In March, ahead of International Women's Day, we led a UN-hosted webinar in New York, where we again addressed the impact of the war on women survivors of abuse in Israel.

In November, we also participated in an **international conference organized by the International Coalition Against Economic Abuse (ICAEA)**. We took part in a panel, **“Strengthening Banking Responses to Financial Abuse: Perspectives and Innovations from High-Income Countries”**, which focused on the crucial role of financial institutions in addressing and preventing economic abuse. We presented **Women’s Spirit** as a leading organization in the fight against economic abuse, highlighting our work in both prevention and intervention. We also discussed the **Financial Accessibility Charter** as an important cross-sector initiative supporting survivors of economic abuse, as well as other ways in which Women’s Spirit promotes prevention and effective response to economic abuse.



In May, **Women’s Spirit CEO Tamar Schwartz** spoke on a panel at the **“Safe Homes, Safe Spaces”** conference hosted by the New York Federation. She addressed the American community about coping with domestic violence, the impact of the Iron **Swords War** on women in Israel, and the often-overlooked needs of affected home front communities. Tamar also presented at an important conference organized by the **Hadassah Foundation** in New York, which was broadcast to multiple countries worldwide.



## Policy and Legislation Department

The Policy and Legislation Department works to create long-term social change. Our primary goal is to empower women survivors of abuse in Israel by removing political and systemic barriers that hinder or prevent their economic independence, influencing decision-makers, and advancing legal recognition of economic abuse as a civil wrong.

We measure our progress through significant milestones, such as the introduction of new procedures in public institutions, legal breakthroughs, supportive public discourse, media coverage, and academic research addressing the issue.

Our outcomes are measured over time, and we advance them through sustained effort and investment. Even this year, public and political attention to our ongoing work remained limited. Nevertheless, we continue steadfastly to amplify the voices of women, even during times of war.

We participated in various Knesset committees and took an active role in substantive discussions, including the proposed law to establish the National Authority for Combating Poverty, the launch of the parliamentary caucus for survivors of crime, and more.



This year, we continued to intensify our work on implementing the Banking Accessibility Charter in collaboration with the Israeli Banks Association and the Banking Supervision Department, reaching all 170 Family Violence Prevention Centers across the country. We also worked closely with the Ministry of Social Welfare, which is actively integrating the Charter into the toolkit of social workers, and we presented at a Bank of Israel conference on the Financial Accessibility Charter.

## Policy and Legislation Department

We participated in 20 Knesset committees and parliamentary forums and took an active part in substantive discussions, such as a law to establish the National Authority to Combat Poverty, the launch of the lobby for victims and victims of crime, and more. We published about 18 position papers and policy proposals. We held over 40 meetings with government bodies, associations, legal clinics, banks and international organizations and collaborated with legal clinics at universities (Hebrew, Haifa, etc.). We held over 60 media appearances (interviews, opinion pieces) and more than 100 lectures and trainings for professional audiences (judges, lawyers, bankers, social workers).



A highlight was our participation in a senior management conference hosted by the Ministry of Social Welfare, where we gave a joint presentation on the Banking Accessibility Charter alongside the Banks Association and the National Banking Supervisor.

Additionally, we authored the content for a learning module (Lomda) on identifying economic abuse for bank employees, in partnership with the Banks Association, aiming to raise awareness among bank staff about the issue of economic abuse.

**CHECK POINT**

In recognition of International Women's Day

### Can Your Employee Rely on You?

A professional conference for managers, HR professionals, welfare officers, and social responsibility leaders –  
Creating a safe and inclusive work environment and a responsible management culture for women experiencing violence and economic abuse, across all ages and at every stage of life.

			
<b>Sharon Shapira-Hochman</b> Branches Manager and "Women Building Businesses" Program	<b>Adi Ziv</b> Director, Women's Spirit, Economic Independence	<b>Attorney Hadar Arnon-Sharabi</b> Director of Policy Legislation and Regulation	<b>Tamar Shorer</b> CEO Women's Spirit

**Conference Details**

The conference will take place on **February 20, 2025**, between **8:30–14:30**

**Location:** Check Point Headquarters, Building 5, Tel Aviv  
(Seminar Room – First Floor)

**Participation is free of charge, but advance registration is required**  
(due to limited seating)

\*Additional details will be sent closer to the conference date.

## Policy and Legislation Department



We participated in a conference organized by the Israel Bar Association, where we gave a lecture on economic abuse and coerced debt. The lecture was part of the "Training in Poverty-Aware Work Promoting Economic Rehabilitation" program in the Tel Aviv district, aimed at lawyers specializing in insolvency.



We presented the issue of economic abuse and its various forms in legal proceedings to a wide range of professionals within the law enforcement and judicial system. This included lectures at conferences and seminars for police officers, lawyers, and judges.

We submitted a legal opinion to the court on behalf of a woman survivor of abuse who had accumulated heavy debts imposed on her within an abusive relationship. One of our goals is to promote gender-sensitive thinking among decision-makers and policymakers, and this case serves as a significant example of integrating a gender perspective into insolvency proceedings. The judge ruled in favor of the woman, establishing a favorable and supportive arrangement, and we hope this decision will set a precedent for future rulings.

We worked to advance public housing legislation for women leaving shelters in collaboration with MK Pnina Tamano-Shata. Following our appointment as amicus curiae in public housing cases, we participated in Public Housing Day at the Knesset, led by MKs Naama Lazimi and Michael Biton, and we welcome the progress of this important legislation.

## Policy and Legislation Department

We were very pleased with the approval by the National Security Committee, which passed in its second and third readings the bill we promoted. The legislation expands the reporting obligations of social workers regarding gun license applicants when there is concern that the applicant may pose a danger to themselves or others. It is worth noting that Women's Spirit CEO Tamar Schwartz had already warned in 2018 during the "Ronen Committee" hearings about the risks inherent in the gun licensing system. The uncontrolled distribution of firearms in public spaces inevitably leads to an increase in domestic homicides and severely undermines the sense of safety in both private and public spaces.



We contributed to several position papers, including a paper opposing the participation of convicted sex offender Eliezer Berland in the Lag B'Omer bonfire ceremony at Mount Meron.

This year, we hosted several Knesset members from across the political spectrum at our offices, including MK Sheli Tal Miron, MK Dr. Mati Tzarfati, MK Yasmin Sacks Friedman, MK Eti Chava Atia, and MK Karin Elharrar. All were impressed by the extensive work of Women's Spirit, and some even committed to advancing key initiatives to help remove barriers for women survivors of abuse, enabling them to leave abusive homes and supporting their economic rehabilitation.

We constantly stay vigilant and respond to situations on the ground with a clear message: we will not tolerate any form of violence against women on any platform. For example, we strongly condemned the unprecedented and sexist verbal attack by MK Dudi Amsalem against MK Merav Cohen last October.

Even amid an extremely challenging wartime period, we continue our routine work without interruption. Advancing policies on ongoing issues—specifically those affecting women survivors of abuse—is more difficult than ever. Public and political attention, particularly from Knesset members, ministers, and government offices, is very limited, and in many cases almost nonexistent. Despite this, we persist, continuing to push these issues forward directly with lawmakers and through Knesset committees.

## Education Department

The Education Department is a key component of Women's Spirit's work, complementing the efforts of the Policy and Legislation Department and our professional work with participants. The department focuses on raising awareness about violence against women, with a particular emphasis on economic abuse, through lectures, workshops, and training sessions conducted across the country in Hebrew, Arabic, and English.

The department works to raise awareness of economic abuse among thousands of people in the community, within organizations, and in leading companies across the economy, as well as among decision-makers and key professionals (judges, lawyers, and social workers). This year, we expanded our toolkit and content to provide practical, applicable knowledge to all sectors.

We strengthened our strategic partnership with the Israel Police, training investigators and victim support teams to identify and understand economic abuse within relationships. Additionally, we established new collaborations with the Israel Prison Service (IPS) and Fire and Rescue Services.

We believe that educating enforcement personnel, who are on the frontlines in contact with vulnerable populations, is key to achieving real change.

Specialized training was delivered to female prison officers at Tzalmon Prison, Sha'arei Avraham, and And to the senior staff of the Prison Services.



## Education Department

We are initiating a significant collaboration with Dimul, the central training institute for social workers under the Ministry of Welfare, where we will play an active role in courses focused on economic abuse. It is a great honor for Women's Spirit to be integrated into the country's premier professional training program for social workers.



**17**

Local authorities  
invited us to give  
lectures

**5000**

Were exposed to  
Lectures  
& safekeepers  
workshops

**122**

Lectures

Since the beginning of the year, we have given 122 lectures, approximately 5,000 women and men have been exposed to our lectures and workshops across the country, thanks to our 17 volunteer lecturers who have undergone special training.

## Business and Community

We continued to strengthen collaborations across the public, private, and nonprofit sectors to advance the fight against violence. Our work expanded and deepened with gender equality officers in government ministries, advisors for the advancement of women in local authorities, municipal leaders and mayors, directors of the Community Security Program in local authorities, leading companies employing hundreds of thousands of workers, as well as NGOs and social organizations driving social change. This dimension of our partnership and engagement work has become increasingly vital, particularly in light of the ongoing reduction in philanthropic resources.

We continued to strengthen the organization's approach to **social impact and ESG** (Environmental, Social, and Governance) investment, effectively offering our supporters the opportunity to advance international corporate responsibility standards that align with their stakeholders' interests. Supporting Women's Spirit ensures partners contribute to broad-based efforts to promote and protect women's rights in Israel.



This year, the event was dedicated to the memory of the young and promising journalist Ayelet Arnin z"l, who was tragically murdered at the Nova Festival. During her short life, she identified strongly with the values and mission of Women's Spirit and worked tirelessly to address social injustices. Following this, we were honored to establish, together with the Arnin family, a scholarship fund in Ayelet Arnin's name, which has raised tens of thousands of shekels. Thanks to this fund, women survivors of abuse can pursue educational opportunities as part of their journey toward economic independence.

**"Who's the Smartest Company in Israel?"** Business Trivia Event - For the fourth time, we held an experiential trivia competition for 15 companies and organizations, hosted by Bat-El Dvach, Michal Dor, and the chaser Itai Herman. All proceeds from the event were donated to Women's Spirit. This year, employees of Max took first place for the second consecutive year. The event is already planned for 2026.

### Ayelet Arnin, 22: Kan news editor who was an 'old soul'

Murdered while fleeing the Supernova music festival on October 7

By TOI STAFF  
16 October 2023, 3:24 pm



## Business and Community

פרויקט האחריות החברתית של עמותת רוח נשית והעולם העסקי  
לציון יום המאבק הבינלאומי למניעת אלימות כלפי נשים  
שנה שביעית ברציפות

# תודה

בנק הפועלים

סופר-פארם



L'ORÉAL  
ISRAEL



WIX



VARONIS

הפניקס

CO.CO  
COLLECTIVE COLLECTION

CHECK POINT

HSBC

fiverr.

ביטוח  
ישר



MalamTeam

דיסקונט

הראל  
ביטוח ופיננסים

GNY  
GORNITZKY

מיטב:  
בית השקעות

ARISTOCRAT

איילון  
ביטוח ופיננסים



עמותת רוח נשית הינה עמותה ללא מטרת רווח המסייעת לנשים נפגעות אלימות על כל גוניה עם דגש על אלימות כלכלית. העמותה מסייעת לאותן נשים לפתח עצמאות כלכלית ולצאת יחד עם ילדיהן ממעגל האלימות ולהתחיל בחיים חדשים.

הצטרפו אלינו | [www.ruach-nashot.org.il](http://www.ruach-nashot.org.il) | 072-2507770

**This year, we unveiled the Partners Initiative for the seventh consecutive year on the giant screens at Tel Aviv's Azrieli Center, calling attention to economic independence for women survivors of abuse. Thanks to the support of our business partners, this powerful annual call to action continues to reach thousands.**

On November 25, the International Day for the Elimination of Violence Against Women, Women's Spirit launched a wide-reaching campaign across digital platforms, business media, and the Azrieli Center screens for 24 hours. Partner companies received significant visibility, a professional lecture, and a media kit for distribution to their employees. The campaign's goal is to mobilize resources to combat violence, raise public awareness, and collaborate with the Israeli business community to promote safe and independent lives for women and families outside the cycle of abuse.



## Business and Community

As part of our goal to achieve economic independence, we launched a digital store offering a variety of products related to our work, such as books, awareness bracelets, and more. You are warmly invited to visit our page LINK: <https://www.ruach-nashit.org.il/category/all-products>

We partnered with the **"Sabon"** chain, which sold keychains for International Women's Day, and with **Yarden Winery**, which sold wine gift sets—both donating a portion of their sales to Women's Spirit.



**The Ambassadors Club** – This year, we launched our Ambassadors Club, composed of influential women eager to help promote our messages on social media. Our ambassadors support us in various ways, from sharing content on their accounts and facilitating connections, to organizing private events and delivering lectures.

We increased the number of contributors to the **"Rounding Up for Good"** project by 20% through campaigns held in March, May, and October.



We hosted an interactive collaboration between several companies and our bridal boutique, where employees got hands-on experience through volunteering and enjoyed an engaging paid lecture, combining community impact with a unique, memorable experience.



## Business and Community

We were honored to receive the heartwarming support of Oshik Fler Gil, a board member of the Midot Association and a cherished mentor to Women's Spirit. Oshik self-published her cookbook, **"Recipes from Home,"** featuring dishes with the aroma of a Tiberian home, and has dedicated all proceeds to Women's Spirit. The book is available across multiple platforms and has been promoted by some of Israel's leading chefs.



As part of new collaborations, we are delighted to celebrate a strong partnership with the **Women's Club at the Palace chain in Lahavim**. These remarkable women have decided to donate all proceeds from their volunteer-run clothing store, "Second Chance", to Women's Spirit. It is truly inspiring to see the spirit of activism alive and thriving, even—and especially—among the senior generation.

We presented the **"Ot Katan"** Award for social engagement, named in honor of Prof. Yossi Katan, one of the founders of Women's Spirit. This year, together with representatives of the Katan family, we were thrilled to award it to **Prof. Yifat Biton**, President of Achva Academic College, a distinguished legal scholar and Chair of the Committee of Presidents of Public Colleges in Israel. For nearly three decades, she has been leading groundbreaking initiatives for social and gender change through the law.

## Individual Support – “Crossing The Street” Program

The **“Crossing The Street”** Program operates nationwide, from north to south, with a focus on underserved areas in the social and geographic periphery. The program runs through three main branches:

- Northern Branch – Located in Haifa, serving women from Nahariya, Haifa, the Krayot area, Sakhnin, and surrounding communities.
- Central Branch – Located in Tel Aviv, serving women from the area between Gedera and Hadera and beyond.
- Southern Branch – Located in Be’er Sheva, serving women from Ofakim, Netivot, Yeruham, Sderot, and nearby communities.

We operate in full collaboration with local authorities and welfare services to expand the areas where the program is offered.

### **Navigating Life Amidst War and Ongoing Support**

In 2025, we experienced what has become a routine of war, periodically disrupted. While the home front has adapted to an unpredictable and chaotic reality, for women coping with PTSD, any disruption to routine is doubly challenging.

This year, we continued to see an increase in the number of women seeking help, with increasingly complex and difficult life circumstances. We dedicated significant resources to clarifying and securing rights, providing referrals for legal support through partner organizations such as Sekher Mitzvah, the Rakman Center, and legal clinics, and guiding women into our “Business Builders” program, where they gain tools and support to start independent businesses that are not affected by lockdowns or concentrated expenses.

We also launched a collaboration with the “Kol Zchut” website, developed a learning module detailing all entitlements for women survivors of abuse and how to access them through various bureaucratic institutions, and encouraged women to utilize our scholarship fund and acquire as many employment skills as possible for the “day after”.



## Individual Support – “Crossing The Street” Program

Alongside our work on employment rehabilitation and financial resilience, we organized community-building events for participants and volunteers, both separately and together, aimed at fostering a sense of belonging, safety, and community. Examples include a community day at Midbariom, holiday gatherings, and more.

We began the first half of 2025 with a series of innovative professional training programs for our participants, designed to open doors to rewarding employment and equip them with practical skills and competencies. These included a digital marketing workshop for business owners, a Hebrew language course for Arabic-speaking participants, budget management workshops, a capoeira workshop, and more.

A unique photography exhibition (Photovoice), initiated by staff and students from the Southern Branch, in collaboration with the Department of Social Work at Ben-Gurion University of the Negev. Over a ten-week period, workshop participants embarked on a journey of creative expression and self-reflection, while learning practical photography skills and techniques. The project culminated in an exhibition held at Tzalmaniya House in Be’er Sheva in May.

The exhibition has been traveling to various venues throughout the year, including the Bank Hapoalim lounge, the Knesset and more.



## Individual Support – “Crossing The Street” Program

During 2025, 429 women survivors of abuse participated in the program. In addition, 602 women received short-term support—these were survivors whom we could not assist within the full program, but after understanding their personal stories and specific needs, we worked with each to provide appropriate responses, support, and community referrals.

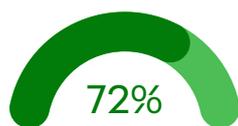
We conducted 1 employment workshops, 2 resilience workshops, 5 intake workshops, and 3 volunteer training sessions, during which we welcomed dozens of new volunteers.

**Program participants:** 203 from the central region, 138 from the north, and 88 from the south, with the remainder from other areas of the country. 108 of participants hold academic degrees (Bachelor’s or higher), 126 have a full high school diploma, 109 completed 12 years of schooling but did not receive a full diploma, and a small percentage (less than 52) have less than 12 years of education.

### Employment Achievements and Improvement Metrics for This Year’s Participants:



of those employed are very satisfied with their workplace



of those employed report receiving formal pay via pay slips or invoices



finished with a higher salary than at the start of the program



of participants completed the program employed and earning a livelihood

**“Crossing The Street” promotes employment through a single model: dignified and respectful work.**

## Tailored Support Provided This Year

**Individual Guidance** - by Program Manager - One-on-one support for all 429 Women's Spirit participants throughout the year, including rights clarification, personal career planning, and pathway development.

**Personal Mentoring** - Weekly or goal-focused guidance from a trained professional volunteer to support each participant's personal and economic development. 120 participants received support from a volunteer mentor.



**Professional Mentoring** - 111 participants underwent specialized mentoring with volunteers in three main employment-focused areas: career mentoring, business consulting, and financial management.

**Individual Employment Coaching** - 70 participants completed a personalized employment coaching program with certified professional coaches. Each coaching process consisted of approximately 15 sessions, focusing on the participant's career, financial, and personal goals to support their journey toward economic independence.

**Scholarships** - Providing scholarships is a key part of Women's Spirit's vision. Scholarships allow participants to break through their current circumstances and open doors to rewarding and sustainable employment. The chosen fields of study are selected for their career advancement potential. This year, 70 scholarships were awarded to participants in the program.



**Rights Realization** - This year, 129 women underwent a process of clarifying and securing their rights with external bodies. In total, all 429 participants received an initial rights assessment upon entering the program.

## Tailored Support Provided This Year

**Immediate Support** – Women's Spirit provides participants with "teaching them to fish", yet in response to urgent needs, we also offer solutions for basic necessities while continuously exploring how "the fish can lead to the fishing rod." This year, we provided participants with hundreds of food vouchers and food baskets, and distributed new laptops (in addition to dozens provided last year), which served as a lifeline for many participants.

**Business Builders Track** – Participants who choose the independent business track undergo a specialized course covering business plan development, marketing, branding, and client acquisition. In addition, participants receive year-round guidance from the program manager. During the reporting period, 82 business mentoring processes took place, including monthly support tailored to each participant's specific needs. Beyond the program manager's guidance, participants also engaged in complementary mentoring and coaching with volunteers specializing in business support.



**New! Employment Jumpstart** – This workshop provides a safe and supportive space for women survivors of abuse, allowing them to connect with others experiencing similar realities and build supportive friendships that foster community. Additionally, the workshops deliver foundational content on understanding economic independence and the steps to achieve it. This year, 6 workshops were held, with 54 participants.



## Tailored Support Provided This Year

**Body Image** – We view physical activity as a crucial component in building self-confidence and self-worth. Exercise helps address the severe consequences often caused by prolonged abuse. Additionally, abuse is frequently accompanied by social isolation and disconnection from support networks, so attending a gym individually also fosters a sense of community belonging. This year, 44 women received sports scholarships.



**Resilience Workshops** – In response to the “Iron Swords” events, we conducted 2 resilience workshops, attended by a total of 18 participants. The workshops provided tools to cope with emergency situations, aiming to foster a sense of control and stability amidst feelings of chaos and loss of control.

## Volunteering

Women's Spirit invests significant effort in recruiting, integrating, and retaining volunteers, who form the heart of our work. Beyond their dedicated and committed work with our participants, volunteers act as agents of change, generously contributing their time and energy to advance the organization's vision.



This year, we held 4 training sessions to recruit and train new volunteers: 1 in the north for the Arab sector, 2 in the central region, and 1 in the south. In total 48 volunteer mentors were trained.

Currently, there are 52 volunteers in the bridal boutique, 20 volunteers in the Education Department delivering lectures and workshops in businesses and communities, and 374 volunteer mentors and coaches working individually with participants, building meaningful, equal-footing relationships—relationships many participants had long thought impossible.

Total number of volunteers is 446.

Throughout the year, we also held 14 supervision enrichment sessions - approximately four sessions for Education Department volunteers and boutique volunteers, plus an annual meeting for coaches. Additionally, all volunteers participated in lectures, workshops, and received supplementary professional content within each group. Among these were a video workshop and a "What They Say About You in 30 Seconds" workshop, and we celebrated our volunteers with an annual appreciation evening.

In 2026, new volunteer training courses will be held: one in the north, one to two in the central region, one in the south, and a dedicated course for the Arab sector.

**Volunteer Trainings** – This year, we held four training sessions - two in the central region, one in the north, and one in the south—welcoming a total of 37 new mentors and coaches to our team.

## Monitoring and Evaluation – Individual Impact

Women's Spirit measures individual participant activities, volunteer engagement, and systemic initiatives to provide feedback, identify strengths and areas for improvement, assess goal achievement, and enhance the support provided through our programs. We aim to track participants' progress three years after completing the program.

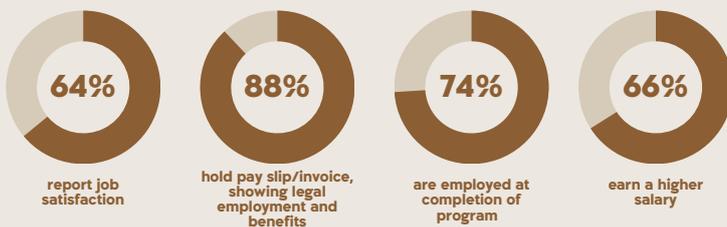
Since 2019, we have been conducting a comprehensive study led by Dr. Annabelle Lipsik-Friedlander, a board member and research methods expert. The study includes interviews and focus groups with staff, current participants, alumni, and volunteers. This research has continued through 2025, monitoring both past participants and those completing the program in 2025.

The findings demonstrate that our program model produces tangible results, confirming the effectiveness of our approach. The study will continue into 2026, with plans to add a new parameter measuring how the war impacted participants' income levels, employment status, and access to social rights.

## Research Study 2025



### At Program Conclusion



### Three Years Post



### Beyond the Numbers: Measuring Success

We don't just look at hard numbers. We pay attention to the personal growth of our participants. Things like how well they manage their finances, their ability to handle change, build strong relationships at work, and even write a great resume. We track how they cope with tough times, and much more. Why? Because these 'soft' skills are just as important as the numbers. They show us the real impact of our work. We see positive changes across the board! This confirms that our long-term, intensive approach works. We build resilience, form supportive connections, and ensure that they get back on their feet professionally and financially. Women's Spirit is about lasting success.

## Systemic Impact Measurement

In 2025, we continued to monitor the collective impact of our work, focusing on how our system-wide initiatives contribute to meaningful, long-term change.

The Policy and Legislation Department strives to raise awareness of economic abuse, highlight its significance, and push for its recognition as a civil wrong in Israel. This is a long-term process, but after 18 years of consistent advocacy, we can confidently state that most members of the Knesset are now familiar with the term economic abuse. While there is still debate on the best ways to address the issue, both legislative and enforcement bodies recognize its existence and characteristics.

Academic institutions have also joined the effort, publishing research in professional journals—sometimes citing Women's Spirit's work. The media demonstrates growing interest, covering and discussing the topic. The publication of our book, "It Counts," a collection of testimonies from women who survived economic abuse, has further contributed to raising awareness. We actively promote the book across various forums, institutions, and organizations.

Additionally, our Education Department delivers dozens of lectures annually to diverse audiences—including local authorities and businesses - on the link between economic dependency and abuse, aiming to increase awareness and prevention. This awareness-building is also reflected in creative social media campaigns.

### We measure systemic impact through key milestones that advance our vision, including

- Number of Knesset committees attended
- Number of meetings with policymakers
- Effective collaborations and partnerships
- Policy papers produced
- Lectures delivered to professionals
- Participation in panels and conferences
- Media coverage and press mentions



In 2025, we participated in 20 Knesset committees and parliamentary forums and published approximately 18 position papers and policy proposals. We held over 40 meetings with government bodies, non-profit organizations, legal clinics, banks, and international organizations and collaborated with legal clinics at universities (Hebrew, Haifa, and more). We held over 60 media appearances (interviews, opinion pieces) and more than 100 lectures and trainings for professional audiences (judges, lawyers, bankers, social workers).

## A Revolutionary Social Enterprise

Our boutique is a groundbreaking social enterprise, offering brides the opportunity to purchase their wedding dress at an attractive price, with special meaning and an eco-friendly alternative.

**How does it work?** Following a "donation upon donation" concept, all dresses in the boutique are donated—either by top designers in Israel or by brides. Every purchase is a 100% contribution to Women's Spirit, supporting the economic independence of women affected by abuse.

Our boutique is a place full of heart, staffed by our dedicated volunteers. With care and kindness, we ensure that every bride who walks through our doors has a positive and meaningful experience. We also engage in creative public relations initiatives, such as participating in the Tel Aviv Night Run and producing our "Brides Video" for the memorial in October.

Since the outbreak of the war and continuing to the present, we have regularly welcomed reservists and couples seeking to establish a home in Israel. This year, we were honored to collaborate with the "HaTzinor" program. Thanks to a donation from Italian Designer Eddy Kastanband, we opened a pop-up boutique offering dresses for sale to reservists, female soldiers, and security personnel for just 500 NIS. It was a tremendous privilege to be part of a project that honors the contribution of women in both regular and reserve military service—women who, beyond being everyday heroes, are breaking the glass ceiling in the IDF, especially since October 7, as more women take on combat and combat-support roles.

The story of the late Sigal Levy, who was murdered at the "Nova Festival" in the first day of the war, just weeks before her wedding, touched hearts across Israel and around the world. In the face of unimaginable loss, her mother, Hani Levy, chose to transform her grief into an act of profound generosity by donating Sigal's wedding dress to the "Ruach Nashit" social boutique.

The dress was given to another bride, with full awareness and deep respect for Sigal's story and the dream that was tragically cut short. In this way, a single dress became far more than a garment—it became a symbol of remembrance, women's solidarity, and hope renewed even in the shadow of devastating loss.

