

PALESTINE فلسطين

Y.W.C.A.

YWCA of Palestine

YWCA



Annual Report
2009



Young Women's Christian Association (YWCA)

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Address from the National President

This report sets forward the primary activities and accomplishments as well as the challenges ahead of us. One of the main activities of our association was finalizing the Strategic Plan 2010-2015. The process involved almost two years of special workshops and meetings that included staff, board members, members of the General Assembly and experts. This Strategic Plan poses a great challenge in how we utilize available opportunities in fulfilling our objectives while maintaining our identity as the YWCA of Palestine.

At the YWCA of Palestine we have for long realized that what we want and what we could have are two different things, and even at times they are at opposing ends. The political situation continues to be the greatest obstacle in enabling us to achieve what we really want as a National Association. The biggest dilemma continues to be intercommunication among the National and its constituencies. In such a small geographic area, we are faced with divisions enforced on us by the Israeli occupation. This division has set a legal frame for how we go on with our activities, and in how we should perceive ourselves as a National Association. We are constantly anxious about losing what we possess, and about how we should maneuver our actions to preserve our existence especially in Jerusalem. The aggressive measures being imposed on Jerusalem rob us of our sense of security and are often confusing our direction in maintaining unity. Every step and every word could result in grave repercussions that could threaten our existence.

It has never been easy for us but we have always- not only survived- but have developed and flourished in spite of all obstacles and difficulties. Our strength is in who we are and what we aspire for ourselves as an association. We realize what points of strength we have, and we are aware of the weak ones. In our minds, we are stirred by our strong points to overcome the weak ones. Surely in this process we are not alone. The friendship and support of our partners make it possible for us to continue with our mission of serving our community in the best possible way.

We express much appreciation to our leadership and all staff members for their diligent efforts in fulfilling their duties and making it possible to achieve much of our objectives for this year. And to all board members, we express deep gratitude for their wisdom and support.

Abia Nasir
National President

Introduction by the General Secretary



The year 2009 offered us another unique learning opportunity, and we started the year as usual with lots of energy and new ways for exploring new program ideas. We have achieved a lot, and despite all the challenges, we were able to grow both in terms of programs, scope, diversity and funding. For this, I extend my personal appreciation to all the staff who worked under lots of pressures and relentlessly, to meet deadlines and sustain perfect standards, and I am pleased that we are able to issue another annual report with pride and a sense of achievement .

In the year 2009, we issued our new Strategic Plan 2010-2015. The real value of this document is that it genuinely became our reference document for both programming and institution building. On one hand, the document sets the framework for further program development, includes an elaborate description of the program profile for every thematic area, and thus can serve as the basis for our fundraising. Since its development, we have been using it as our guide with all our partners and donors. On the other hand, and internally, this document has been the reference document of our Boards and executive staff, local associations who are specifically benefiting from the program profiles and strategies laid out, as well as the organizational structure, which details the roles and responsibilities of all levels of governance and its relationships with the various arms of the executive structure.

In the next five years, the YWCA Palestine agreed to cluster its programs under four major thematic areas, and the capacity building component comes as a cross cutting issue and is derived from the need to implement this document. Thus CB activities are targeted at both: the voluntary body that makes the governance structure (National and Local Boards) as well as staff.

The uniqueness of this plan is that it also emphasizes that service delivery alone is not enough, unless accompanied with advocacy, the changes we can accomplish for and with women will continue to be limited and non-sustainable. The YWCA also recognizes that without raising awareness of women on their rights, empowering them to advocate for these rights, as well as assisting them in acquiring these rights, the status of women will not change much.

As a result of this rights-based approach, we recognized that we also needed to strengthen our own internal capacity and understanding of this strategy and approach, and consequently we jumped on the opportunity offered to us by Y-Global, and supported by the World YWCA to work with other YWCA's around the world, namely YWCA Sri Lanka and Sudan to implement a new project with the objective of creating safe spaces for women in conflict areas, and consolidating and strengthening our advocacy .for women's rights within the UN and other global networks.

This again reminded us that we are a global network of women who face the same issues, threats and opportunities, and that as a movement we can only be strengthened by building joint initiatives and facilitating the learning process across borders. In this sense, the year 2009 marks another important milestone for the organizational development process: namely building more global partnerships with similar women organizations, and within the global YWCA family.

We hope that in the future, the YWCA will be more instrumental in linking the communities and grass root experiences with its advocacy strategy, and in offering spaces for women from the communities to express their issues and support them as they struggle to improve their livelihoods and find solutions for their problems.

Mira Rizek
National General Secretary

1.1 The Witness Visit to Palestine: Working Together Towards a Just and Durable Peace (24 September to 2 October, 2009)

Since their inception, the YWCA of Palestine and YMCA East Jerusalem have valued the support and solidarity of YWCA and YMCA movements around the world as they responded to the needs of their communities, especially those of women, youth and children in a context of conflict and occupation.

Through their work and unrelenting commitment to peace and social justice, both the YWCA and YMCA as part of a global movement have given much hope and inspiration to countless youth, women and children in many parts of the world. This global solidarity has strengthened both movements and enabled them to develop a unique expertise to address issues related to poverty, violence, juvenile justice, unemployment, youth and community development, and women's empowerment.

In consistence with existing World Council resolutions of the World YWCA and the World Alliance of YMCAs on the Middle East, as well as their continued commitment to implementation of the Action Plans of these resolutions, the YWCA of Palestine and the East Jerusalem YMCA, through the Joint Advocacy Initiative (JAI), organized a one-week intensive witness visit to Palestine. The visit aimed at raising awareness on the root causes of the Palestinian conflict, as well as building and strengthening support to advocacy and awareness-building programs of the local YWCA and YMCA, as well as offering the opportunity for YWCA's and YMCA's around the world to visit and see the programs and understand the development constraints and challenges, a well as opportunities that exist through building partnerships.

The participants were comprised of a high-level International delegation of 38 persons from within the two global movements, including the World YWCA General Secretary, Staff and Board Members of the World YWCA and the World YWCA "Peace with Justice Task Force." There was also significant representation from the YWCA World Service Council and the YWCA of the USA,



as well as YWCA of Japan. On the YMCA side, the Vice President of the YMCA Alliance also joined, together with the North Staffs YMCA, the YMCA of Spain, and the YMCA of Hong Kong. The partners were represented by Y-Global, HorYzon, and Friends of Palestine-Orkney.

The Witness Visit allowed the participants to witness the mobility restrictions imposed on the Palestinian population, while crossing the check points and driving along the “Wall”. They also met with many Palestinians from the community, and heard about the situation and challenges facing the Palestinians through various presentations delivered by YWCA and YMCA local leadership, representatives of churches, civil society organizations, and other key note experts. Moreover, the program showcased the work and programs of the YWCA of Palestine and the East Jerusalem YMCA through community visits and tours in East Jerusalem, Ramallah, Beit Sahour, Jericho, Hebron as well as the Aqbet Jaber, Jalazone and Aida Refugee Camps.

Delegates of the Witness Visit shared their reflections, evaluation and recommendations and came up with a position paper calling for “Freedom and Peace with Justice in the Occupied Palestinian Territories.”





Group Reflections

"We share a growing concern that a majority of the West Bank inhabitants live a controlled life of severe deprivation in lands continually shrinking and walled in, with the rest of the world either unaware of their plight or not able to help enough to achieve some of the proposed UN or other solutions. We can only hope that our picture will help to awaken concern so that the future will provide a different and more hopeful life for those people who are surviving despite a lack of solutions and living what is really a sub-par existence, which can only provoke further unrest and rebellion" Constance Tate, Co-Chair of the World Service Council, YWCA of New York City, NY

"Our collective experience with the Witness Visit remains in each one of us, with a call for action. The urgency in the voices of women, men, children and young people whom we spent the memorable time together with in East Jerusalem, Jericho, Bethlehem, Beit Sahour and Hebron." – Nyaradzayi Gumbonzvanda, General Secretary, World YWCA

"During these ten days I saw the Palestine through the eyes of so many beautiful people. From the local women in Jericho in the food production project, young people from England, the small kids in Jalazone refugee camp, and the General Secretary of the YWCA of Palestine as well as the World YWCA. I realized how much effort is put down every day to make peoples' lives better. And it inspired me to keep on working for peace with justice. After those ten days I was no longer only a happy participant of the GoCy exchange program, but a proud one." - Gjermund Granlund, GoCy Intern in Palestine, Y-Global, Norway.

1.2 “Military Occupation, Trauma and the Violence of Exclusion”: a study commissioned by the YWCA and conducted by Dr. Nadera Shalhoub Kevorkian,

The YWCA in early 2009 commissioned a new study to Dr. Nadera Shalhoub Kevorkian’s, titled “Military Occupation, Trauma and the Violence of Exclusion: Trapped Bodies and Lives” which has been completed at a very significant time for Jerusalem, and could well serve as crucial documentation for the current distress and grievance of Palestinian Jerusalemites today.

The study, which aims at achieving a better understanding of how Palestinian Jerusalemites live under Occupation and struggle to survive, examines the effects of violence in Jerusalem on Palestinians living in the city; the violence of exclusion, fear, persecution, political atrocities and constant trauma. Moreover, it looks into the effects that place, space, nationality and gender identity have on the ways Palestinians live the everydayness of Jerusalem following Israel’s attack on Gaza Strip (27 December 2008 18 January 2009).

With direct quotations gathered in interviews conducted for the study, young Palestinian voices of men and women from Jerusalem express a strong sense that their bodies, daily movements, and actions are under tight control, or being “trapped.” Dr. Nadera’s theoretical analysis for understanding these quotations required “that we theorize globality and post-coloniality in order to fully comprehend how global forces and conditions – including the “War on Terror”, the development of “security justifications,” the politics and industry of fear and proliferating violence – and local forces – including internal displacement, geo politics and house demolitions – all of which have shaped the contours of Palestinian daily life in Occupied East Jerusalem.”

The YWCA received the draft of the study in December 2009, and will organize a series of workshops in 2010 to share the study findings with women organizations, policy makers and academics, and aspires to use the study to inform its program priorities and initiatives. “It is hoped that by learning from Palestinians’ voices we can develop a better understanding of the ways in which trapped Palestinian communities and individuals – as described by some of the interview subjects – living in enclosed enclaves in East Jerusalem are not only controlled, restricted and excluded, but also survive and resist traps.” The study will also be used to design program interventions that will help support the survival and livelihoods of the East Jerusalem community, especially women and children, who continue to be the focus of the YWCA.

The study will be formally launched with local women organizations in Palestine in mid 2010.

2 Development Programs



In September 2009, and as mentioned earlier, the five-year strategic plan (2010 – 2015) for the YWCA was finalized and endorsed by the National Board. Accordingly, the YWCA of Palestine clustered all its programs under four main thematic areas namely;

- **Women Economic Development.**
- **Promoting Women’s and Gender Rights.**
- **Youth Leadership Training and Civic Engagement.**
- **Children Education and Cognitive Learning.**

Each thematic area has specific strategic objectives and programs that fulfill its goals and is in line with the overall vision and mission. Although the programs of the YWCA during 2009 were quite diverse and project-based, yet in this report, we will endeavor to cluster all programs/projects under these four new thematic areas.

A. Women Economic Development

This thematic area includes the Vocational Training Programs in Ramallah and Jerusalem, other technical trainings, employment and production projects, marketing and business training for women.

A.1 Vocational Training Centers (VTC)

During 2009, both the Jerusalem and Ramallah Vocational Training Centers (VTC’s) commissioned rapid assessments and market studies to assess the quality and responsiveness of these programs to market needs, especially from a gender equality perspective, and identify new specialties that are market driven and economically empowering to women.

The Ramallah market study which was conducted by Birzeit University Continuing Education examined the labor market from its different perspectives, identified the main competitors and competition patterns, evaluated the YWCA program in terms of its relevance, effectiveness, efficiency and financial sustainability, and finally, provided summative conclusions and actionable recommendations gathered in a proposed business plan. The stereotyping of vocational education continues to be the major constraint for women’s entrance to more advanced specialties/jobs within the formal market. Thus, in the future, the YWCA will seek to introduce more gender sensitized specialties that will help women enter new job markets that have not been accessible to them in the past.



In Jerusalem, an Italian agency called COOPI undertook a "Labor Market Needs Assessment for the Secretarial Training Programs at the YWCA" with the aim of expanding opportunities for vocational training and increasing the number of young East Jerusalemites that can enrol in these courses. New specialties have been proposed and are being considered for 2010/2011, like medical secretarial and office managers, as well as designing new short programs of interest to the local community professionals and housewives, in order to reach more women. This will also improve the financial sustainability of the VTC Program.

Both VTC's continue to be mainly supported by EED and Bread for the World, the two German APRODEV partners, in addition to the Norwegian Union of Education. The infrastructure development was supported by Y-Global and CHF.

Below are the main achievements of both VTCs during 2009

Jerusalem YWCA Vocational Training Center

During the year 2009, the Vocational Training Centre (VTC) in Jerusalem went through extensive renovation. The first phase of the VTC renovation focused on establishing and equipping advanced computer labs, a student cafeteria, teacher's lounge, and bathrooms and the second phase focused on the classroom renovations. All the VTC facilities were upgraded and equipped with modern systems, tools and equipment to provide better services to the VTC students.

Furthermore, the VTC curricular and specializations were assessed internally by the teachers and supervisor, and new topics and courses were designed and incorporated, including a new course in gender which was prepared by the gender expert hired by the YWCA in 2008/2009. Gender studies are now being offered to VTC students as part of their study.

The number of applicant students as well as graduates has been falling compared to previous years and that is due to various reasons among which the Israeli imposed mobility restrictions on Jerusalem, the accreditation of the health certificate by the Israeli Authorities, and others. The below table shows the number of student applicants vs. graduates.

Scholastic Year	Number of Admitted Students	Number of Graduates	Specialization
2008 - 2009	108	92	10, Physiotherapy, 20 Public Health, 22 Medical Secretaries and 40 Office Secretaries.
2009 - 2010	89	Graduation in June 2010	22, Public Health, 67 Secretaries (tourist, medical)

Finally, a decision was made by the Jerusalem Board to close the public health and physiotherapy assistants' specializations. It is clear that the employment rate for health graduates has not been satisfactory. If the graduates are to work, then their certificates need to be certified by the Israeli Ministry of Health, which is both technically and politically difficult to do. The last group will graduate in June 2010, after which this specialization will be completely phased out.

Ramallah Vocational Training Center

The Ramallah YWCA is now constructing a new premise, with the intention of moving the Vocational Training Centre at the end of 2010.. This will allow the YWCA to expand its target beneficiaries, as well as start up new specialties, which it could not do before due to lack of adequate space and facilities.

Number of student applicants vs. graduates

Scholastic Year	Number of Admitted Students	Number of Graduates	Specialization
2008 - 2009	40	27 (25 females and 2 males)	Secretarial Program
2009 - 2010	50	Graduation in June 2010	Secretarial program

As part of its secretarial course, the YWCA continued to offer psychological counseling for both its teachers and students, to help them cope with the daily stress of life, increasing violence, whether political or domestic. The counseling used stress management, group and individual psychological counseling and approaches. The YWCA of Ramallah joined the "Physiological Support Team", which is a network of twenty organizations in Ramallah area, working in the field of psychological health to implement this program.

Around 74 students and 10 teachers/trainers benefited from the counseling sessions during the year 2009. The sessions assisted the teachers and trainers in better understanding their students' psychological needs in addition to being able to identify the students that needed further individual counseling. Teachers and parents noticed change in their children behaviors. For example, students who demonstrated violent actions, screaming and hitting became more relaxed and able to solve their problems in a non-violent manner. This report was largely supported by FOKUS, through YWCA/YMCA - Norway.

A.2 Production Projects

The YWCA has two production projects, one in the Jalazoune Refugee Camp, which is producing handicrafts and embroidery products, and the second one is the Food Production at the YWCA of Jericho. During the past 2 years, the YWCA has gone through various project and market assessments to determine the strategic direction of the production projects to assess their effectiveness, relevance and efficiency. The question that always came up was are these income generating projects, or employment generation projects. This was extensively discussed during the strategic planning process as well.

The latest study entitled "Assessment of the Restructuring and Strategic Planning Process of the YWCA of Palestine" carried out by ICCO, one of the YWCA major partners in September 2009 recommended in its report that if the YWCA decides to run these projects as income generating, then they should be managed and organized as a business entity. If these projects are meant to offer sustainable and competitive economic opportunities and enhance economic development participation of women, then the size of the project has to be expanded to make it optimal, productivity increased, and institutional arrangement of these projects need to be re-defined. It also cautioned that as an NGO, the YWCA cannot continue to run production projects as profit entities, and the YWCA does not have the business skills to do so, but can solicit this from the private sector.

Based on this, the National Office will be developing an asset management policy paper, and providing technical assistance to improving the status of the income generating projects, until a final institutional set-up is agreed on for these business projects.

The Jalazone Refugee Camp Production Center

Like most Palestinian refugee camps, in West Bank and Gaza, the Jalazone Refugee Camp suffers from crowdedness, lack of basic infrastructure, poor basic services, unemployment and deep poverty.

The second floor of the Jalazone Refugee Camp Center is dedicated to the handicraft and embroidery production unit for women from the community. This unit continues to offer opportunities for disadvantaged women, who are mainly heads of households to learn new skills that help them, generate income or find employment in the job market to be able to support their families.



During 2009, the Jalazone Refugee Camp Center continued to employ around 10-15 women who produced handicrafts and embroidery products on part-time basis, and trained these women in designing, producing and marketing these products, which include quilts, table cloths, handbags, purses, key chains, book marks, dolls and puppets. The YWCA continues to market their products in exhibitions locally and internationally, in bazaars, as well as the YWCA gift shop, and promote these products through other YWCA associations and churches around the world.

Christmas Bazaar

During December 2009, two bazaars were organized, one in Ramallah city at the Catholic School and the other one in Maalia, a Palestinian village in the Galilea. The two bazaars were part of the Oxfam Quebec project that aimed at enhancing the current embroidery and handicraft products, introducing new designs and expanding marketing channels. Through this project, 900 embroidery and handicraft items were produced, 22 new designs were introduced and 20 women were hired for this purpose. This was a remarkable achievement that indicates clearly the need/demand for work by the women and their commitment/enthusiasm.

Around 250 visitors attended the Bazaar in Ramallah, mainly women who were interested in the products. Additionally, 133 embroidery and handicraft items were sold at the Christmas Bazaar in Ramallah and around 70 items were sold at the Maalia Bazaar.



Dalal 'Anati

25th Anniversary at the YWCA

When asked the question "How long have you been involved with the YWCA?" Dalal quickly answered "Since May 1st, 1985" Back then, Dalal was a 20 year-old student who enrolled at the YWCA Center in Jalazone Refugee Camp to learn the art of making traditional embroidery.

"I was a very timid girl who could barely express herself," Dalal recalls how she was at the time she started, "but working with other women in this field helped develop my personality and my sense of confidence."



Today, Dalal is a 45 years old trainer at the YWCA Center in Jalazone; the Palestinian Refugee Camp she grew up in. "Not only do I teach my students the art of embroidery, but I love coming up with my own ideas and decorations for new art pieces we create. I love the sense of continuity." Dalal says, "Throughout the years, our country has gone through various social and political changes. However, sitting with the women at the YWCA Center gives us our own special space where we feel safe and effective. Not only do we make our income out of something we genuinely like, but we also enjoy the company and often help each other through our personal challenges."

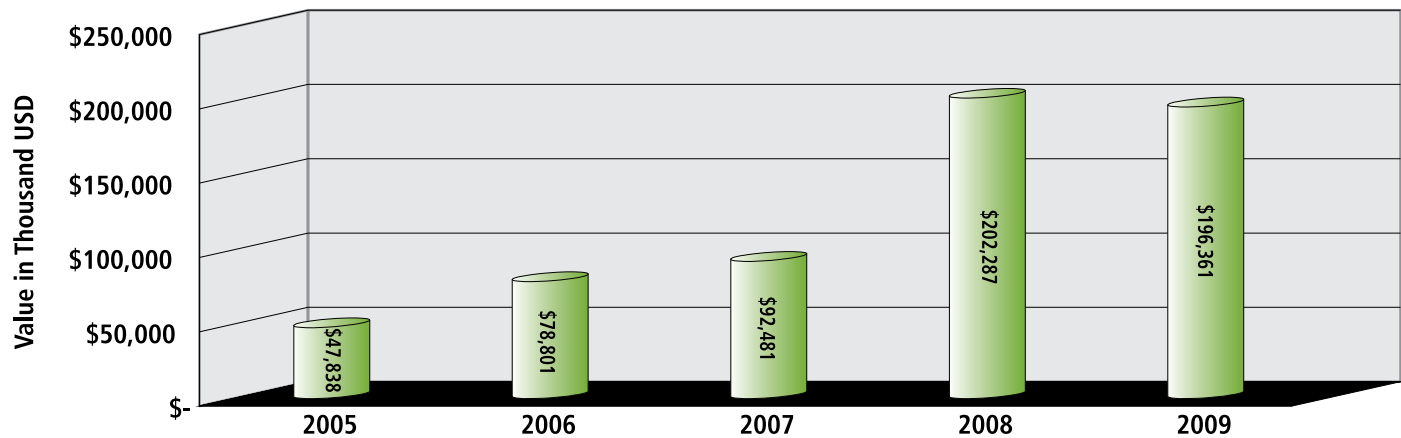
Production Unit in Jericho

The Food Production Project in Jericho was established in 2001 and is considered a core program that offers employment opportunities for women whose household income is at risk. It is one of the major programs of the organization and has been running for the last six years with the continuous support from "HorYzon International Cooperation of YMCA/YWCA Switzerland."

The objective of this project is to offer job opportunities for low-income Palestinian women in the Jericho area, as well as promote national products with the aim of decreasing dependency on Israeli products. Although the project has gained an excellent reputation for the like homemade food their produce, it has not been able to expand in terms of number of employees. The sales of the project have expanded, but again it continues to be subsidized by external donors. The number of working women throughout 2009 has been 11 in addition to 2 men who receive constant training in food processing and preserving, marketing. The products include pastries, juices, processed food, as well as dried and packaged herbs.

A table showing the Jericho food production sales' improvement in the past five years

Jericho Food Production Project: Sales from 2005 to 2009



Sahar Al Ghouj

One of the Friendly Faces at the Jericho Production Center

"The YWCA is a second home to me" says Sahar Al Ghouj, one of the very friendly and warmhearted women you would find at the YWCA of Jericho's production center. Sahar lives with her two daughters at Aqbet Jaber Refugee Camp and goes to the Food Production Center in Jericho on daily basis where she and her colleagues share their stories, worries and humor while preparing pastries, jam, fresh lemon juice and various other fresh creations from the fruitful land.



"The YWCA has not only increased my knowledge in how to produce and manufacture food and deal with customers, but it has also increased my awareness in social and political issues that have an effect on our daily lives." Sahar admits that there are many challenges in her life, but she insists on staying optimistic; a graceful characteristic that is expressed in her calm demeanor and beautiful smile.

One of the Jericho products customers' comments

Mrs. Jannette Johnstone – a Palestinian woman from Jerusalem married to a man from New Zealand who has two kids said the following:

"The YWCA is a name known all over the world. Our YWCA is our little home in Jericho. Every weekend our children feel they are visiting their family. It means a lot to them to go home with the special treats baked for them by the YWCA staff. The dedicated people working there greet us with a warm smile. When you first enter the kitchen, the wonderful smell of homemade food welcomes you. You taste it once and you keep going back because you know you cannot make it better. Thanks a lot to all the staff."



B. Promoting Women's Rights and Gender Equality

The aspiration of the YWCA is that more women in the YWCA programs and targeted communities are aware of their rights, and acquire lobbying and advocacy skills to achieve these rights. To do so, the YWCA is also aware that the organization's capacity has to be strengthened in this area, as well as its conceptual understanding of women's rights and all the UN and International Resolutions related to women's rights. .

The National council office organized a workshop for Board and staff members titled: "Gender Analysis and Mainstreaming" and "International Rights for Women, from 28 August to 3 September 2009. Thirty nine Board and staff members, both male and female, attended and benefited from this training, which was delivered by Mrs. Suheir Azzouni, a gender expert in Palestine. The training was held in Ramallah city, in order to allow YWCA staff and board members who cannot access Jerusalem due to mobility restriction, participate in the trainings. The training included basic concepts on gender, the international Human Rights on Women, advanced techniques of gender analysis, and the use of statistics and basic tools to conduct gender analysis, identify gender gaps, and conduct gender programming.

A new global partnership project between YWCA Sri Lanka and Sudan, supported by both Y-Global (Norway) and the World YWCA in Geneva, titled "Creating Safe Spaces for Women in Conflict Areas" was formulated in 2009. The National General Secretary in Palestine, as well as the other countries all met in Oslo in May 2009 to work on the project formulation. The project which was submitted to FOKUS in August 2009 is expected to get funded in 2010, and will allow for global sharing of issues related to women's rights, violence against women and building of successful strategies to engage women in their struggle for their rights. The three General Secretaries were also engaged in the preparation for the Commission on the Status of Women: 56th Global Summit which will be held in new York in March 2010.

In relation to the "Gender Mainstreaming and Awareness Program" implemented by the YWCA of Jerusalem and the National Office, and supported by Dan Church Aid, the major accomplishment was the preparation of the study conducted by Dr. Nadera Kevorkian: "Military Occupation, Trauma and the Violence of Exclusion: Trapped Bodies and Lives"

Various health awareness sessions were held during the year to around 60 women living in marginalized urban areas of the Jordan Valley and Ramallah Governorate that do not have access to basic services. These health trainings included topics related to HIV/Aids, menopause, nutrition, breast cancer self examination, swine flu and sexual and reproductive rights.

C. Youth Leadership Training and Civic Engagement

This program aims at developing youth awareness, talents and leadership skills and personalities to ensure youth are engaged in building a free and democratic Palestinian civil society.

1. In August 2009, a group of 12 mixed youth (6 females and 6 males) ages, 14-18 participated in two training workshops in Jerusalem, delivered by Mrs. Sama Aweidah, a professional gender trainer at the YWCA of Jerusalem, who introduced them to basic concepts of gender equality
2. The same group took a 4-day training on drawing with the trainer Ahed Izhiman, a young Palestinian artist, who had also participated in the gender training with the group. The training aimed at enriching the drawing skills of youth to enable them to express their concepts and perceptions on women's rights and gender equality through drawing. The group members worked individually and in couples and produced 9 very powerful paintings that carry out gender equality messages. The 2010 calendar, which the YWCA produced, incorporates all these nine paintings.
3. During July and August, 2009 a training camp was organized for the 30 members of YWCA of Jerusalem Dabkeh group, focusing on enhancing their dancing skills and learning, as well as self assertiveness while performing on stage.
5. In Sept/ 2009, three youth members, Faten Hussary the Program Coordinator of Ramallah YWCA, Reem Jahshan, the membership coordinator for the Jerusalem YWCA and Mayadah Tarazi, the Administrative Assistant of the National Council Office participated in the youth educational week held in Beirut. This was organized by YWCA Lebanon as a follow up for the youth exchange program that has been supported by YWCA Sweden, and included YWCA Belarus, Lebanon and Palestine. The training focused on the role of women in religion, women and interfaith dialogue, leadership and strategic planning team work and other topics with the aim of raising participants' awareness on issues related to women's rights and gender equality.
6. During July 2009 a summer camp was organized for around 25 youth ages between 9-15 from Jericho city. The activities included swimming, dabkeh, art work, awareness sessions about smoking among youth and voluntary work.
7. During June 2009 a summer camp was organized for around 25 youth at the Ramallah YWCA facility.



D. Children Education and Cognitive Learning

Children education and other cultural and sports activities are mainly provided to children age 3-5 years through the two Kindergartens in Jalazone and Aqbet Jaber Refugee Camps, as well as the newly established children center at the YWCA of Jerusalem.

Both the Jalazone and Aqbet Jaber Refugee Camp KGs offer interactive and creative teaching methods, the KGs classrooms consist of creative corners where children can play and learn through educational tools and books such as puzzles, blocks, cards, etc that help them use their own logical thinking and skills in matching similar blocks and cards, and putting puzzle pieces together. Consequently, these creative educational tools have helped the kids to use their own analytical and logical thinking while offering them equal opportunities to learn and discover things. Therefore, children graduating from our kindergartens tend to have higher achievement at school and most importantly have a distinguished personality and better behavior.

2009 Achievements of the Children Programs

Aqbet Jaber Refugee Camp KG

1. A total of 85 were enrolled at the KG in Aqbet Jaber during the scholastic year 2008 – 2009.
2. On March 19, an open day was organized on the occasion of Mother's Day at the center, where 70 children enjoyed the day with their mothers. The event included exhibiting the art work done by the kids, singing and dancing performance, and other sport activities.
3. A three day environmental awareness session (August 1 – 3, 2009) was organized for the 84 kids in coordination with the YMCA –VTC in Aqbet Jaber Refugee Camp under the theme of "minimizing the consumption of water.
4. On April 4 2009 a recreational trip to Ramallah city, under the theme of "know your country", was organized for the kids and their mothers. A total of 50 kids and 25 mothers participated in this trip.
5. On February 18, 2009, the center hosted the annual sports competition for 100 kids from 13 KGs in Jericho. The kids at Aqbet Jaber Refugee Camp KG along with the other KG kids performed single and joint sports activities and were very enthusiastic about the competition.
6. On May 19, a graduation ceremony was organized for 85 kids. The ceremony was attended by parents of the kids, the Governor Kamel Hmeid, Chief Palestinian Authority Negotiator who was born and a resident of Jericho Dr. Saeb Erikat, the Head of the Directorate of Education, the Head of the directorate of Labor. What made that day special was the hosting of Ms. Doris Salah, the previous General Secretary of the YWCA of Palestine, who was visiting at the time, and other members from the YWCA in Jerusalem and Jericho

Ibrahim Samir Nimer

Gaining Self-Confidence early on

Ibrahim is a Kindergarten student at Aqbet Jaber Refugee Camp. When his mother first enrolled him in the Kindergarten, Ibrahim gave her a difficult time as he refused to integrate in class and rejected his classmates. He was so scared of socializing; to the point that he was stammering and crying everyday out of fear of going to class.

Slowly but surely, the Kindergarten team figured out some ways to help Ibrahim out of his introversion. Together with Ibrahim's mother, the school continued to assist, praise and encourage Ibrahim, whose attitude gradually shifted as he gained self-confidence and stammered no more.



The cooperation between the team and Ibrahim's mother has been very useful. After almost two years of being in the Kindergarten, his mother states that her son has developed tremendously. Ibrahim is now no longer a withdrawn kid, but interactive, social and quite friendly.

Jalazone Refugee Camp KG

1. During the scholastic year, 2008 - 2009 a total of 104 students were enrolled at the Jalazone KG.
2. Creative corners within the classrooms of the KG were designated during the year, to include special educational tools such as puzzles, blocks, books and other to help stimulate kids creative thinking.
3. On June 2009, a recreational trip was organized for the 104 KG kids along with their mothers to Tulkarem and Qalqilia cities.



The Children Center at the Jerusalem YWCA

1. During the Year 2009, the establishment and renovation works of the Children Center at the Jerusalem YWCA was finalized. The establishment of this center was generously funded by the Agence Française de Développement (AFD), through the NGO Development Center (NDC).
2. On April 3, the center organized an event on the occasion of the Palestinian Child Day which was attended by 50 kids aged between 3-12 years. The event included performances by clowns, face drawing, modern dance performances by the YWCA youth dance group, games, and competitions.
3. On October 10, the drawing class started for children ages between 6-12 years. The class is supervised by Mr. Ahed Zhiman, a professional Palestinian Artist. The drawing class is ongoing and the number of participating kids until end of December 2009 reached to 12 kids.
4. During July 2009, a children summer camp was organized for 42 male and female kids between the ages of 6-12 years old in Jerusalem. The camp program included various types of interesting activities, such as, drawing lessons, Dabkeh and hip hop modern dancing, sport competitions, puzzles, screening of children movies, drama, ceramics and others.
5. On December 23, a Christmas party was organized for 120 kids from Jerusalem. The event included Santa Claus performances and gift distribution, singing Christmas carols and coupling this with Dabkeh Performances, (cannot use etc. in reports, this is a formal document).

Rasha Copty and her famous son Rami

A Young Mother talks about the "Breathing Space" the YWCA Provides

Rami Copty is a 6 year-old student at the YWCA of Jerusalem's Children Center. Already at his very young age, Rami's almost considered as a celebrity among his friends and is well-known for his special drawing talents.

Rami has always enjoyed looking at drawings, observing while others draw images for him, and drawing by himself. He has become so engrossed in his new talent that his hand seldom stops from drawing random images and creations.

Rami's young mother, Rasha Copty, emphasizes on the challenges to raise kids in East Jerusalem. "Chances are you would find more cultural and sports activities inside the West Bank or in other Israeli cities." She says, "For parents living in East Jerusalem, we have to make an extra effort and work really hard if we want our kids to take part in sports or artistic activities."

Rasha describes the YWCA of Jerusalem as a place that at least provides "breathing space" for the citizens of East Jerusalem who are undergoing extreme difficulties today.

"Each teacher at the Children Center has his/her special teaching methods, and these methods differ from one trainer to another," Rami's mother observes, "but it's good for the kids to know the basics of drawing on the one hand and to create their own images on the other."



E. Advocacy and Publicity

E.1 The JAI: new developments

Almost ten years have passed since the launching of the joint Advocacy Initiative (JAI) by the East Jerusalem YMCA and the YWCA of Palestine, advocating for Peace with Justice in the Occupied Palestinian Territories (OPTs). Enormous changes have taken place in the general situation of Palestine and, in the global context, affecting every aspect of life. The

need to look seriously into its roles and explore alternatives through which it can achieve maximum results towards its stated goals and objectives became imperative, which led to the decision for carrying out the strategic planning process.

In preparation for this, Mr. William Bell from Christian Aid, a main partner of the JAI program visited the team and delivered a two day workshop and discussions around the JAI advocacy, to help the team shape a new advocacy strategy as part of its strategic planning process.

IDaRA (Institutional Development and Reform Associates) were contracted to carry out the assignment and facilitate the strategic planning process as per the Terms of Reference prepared by the two General Secretaries of the YWCA and YMCA. IDaRA assigned two of its senior officers, Walid V. Nammour and Saro H. Nakashian to carry out the assignment.

Seventeen staff members from both organizations met for the 3-day workshop held in Jericho in March. Ms. Angela Elmiger also participated in the workshop, representing HorYzon, one of the main donors of the JAI. Other partners were also interviewed as part of the process.

As a result of this process, the following decisions were taken:

1. The JAI will continue but with more focus on advocacy and improved strategies for advocacy, which needed that we agree on the themes/messages, targets and strategies. It was agreed that new campaigns will also be designed, and that the JAI team will work with the consultants to develop the Log-frame and activities for the new phase.
2. The institutional set up was strengthened and streamlined. Mr. Nidal Abu Zuluf was assigned as the project Manager starting October 2009. A management team composed of the two General secretaries and the Project Manager was formed and tasked with the regular monitoring and problem solving.
3. The Steering committee will become a policy making forum for the JAI.
4. A new proposal for partners for 2010-2012 was prepared and sent to all partners/donors in October 2009 for Phase 3.



E.2 Kairos Document:

On December 11th, 2009, the Palestinian Christians launched the Kairos document under the title “A Moment of Truth.” This was in a big International gathering that included representatives of different churches from all over the world. The launching was covered by the local, regional and international media, and the Document has been officially endorsed by the Heads of Churches in Jerusalem.

The document has so far been translated into six languages in addition to Arabic (see www.kairospalestine.ps). More translations are in process, starting with Norwegian, Russian, Japanese and other languages that will follow later.

The YWCA of Palestine and East Jerusalem YMCA’s Joint Advocacy Initiative (JAI), who have endorsed this document, are also seeking that local and International movements as well as persons endorse this Document and share it in an attempt to spread the word of the Palestinian Christians as much as possible, and to gain enough support to make it influential on the global level.

Kairos Palestine will be one of the most important advocacy tools to be used by the JAI and the Palestinian Christians at large, to realize their “Vision for Peace with Justice” and to help restore human dignity in this holy part of the world.

A moment of truth

This document is the Christian Palestinians’ word to the world about what is happening in Palestine. It is written at this time when we wanted to see the Glory of the grace of God in this land and in the sufferings of its people. In this spirit the document requests the international community to stand by the Palestinian people who have faced oppression, displacement, suffering and clear apartheid for more than six decades. The suffering continues while the international community silently looks on at the occupying State, Israel. Our word is a cry of hope, with love, prayer and faith in God. We address it first of all to ourselves and then to all the churches and Christians in the world, asking them to stand against injustice and apartheid, urging them to work for a just peace in our region, calling on them to revisit theologies that justify crimes perpetrated against our people and the dispossession of the land.

In this historic document, we Palestinian Christians declare that the military occupation of our land is a sin against God and humanity, and that any theology that legitimizes the occupation is far from Christian teachings because true Christian theology is a theology of love and solidarity with the oppressed, a call to justice and equality among peoples.

This document did not come about spontaneously, and it is not the result of a coincidence. It is not a theoretical theological study or a policy paper, but is rather a document of faith and work. Its importance stems from the sincere expression of the concerns of the people and their view of this moment in history we are living through. It seeks to be prophetic in addressing things as they are without equivocation and with boldness, in addition it puts forward ending the Israeli occupation of Palestinian land and all forms of discrimination as the solution that will lead to a just and lasting peace. The document also demands that all peoples, political leaders and decision-makers put pressure on Israel and take legal measures in order to oblige its government to put an end to its oppression and disregard for the international law. The document also holds a clear position that non-violent resistance to this injustice is a right and duty for all Palestinians including Christians.

The initiators of this document have been working on it for more than a year, in prayer and discussion, guided by their faith in God and their love for their people, accepting advice from many friends: Palestinians, Arabs and those from the wider international community. We are grateful to our friends for their solidarity with us.

3 Visitors of the YWCA of Palestine During 2009

No.	Organization	Name	Date
Visitors to YWCA			
1	Presbyterian Church, USA	Mr. Doglas Dicks	February
2	Y Global, Norway	Ms. Huda Ghalegolabi	February
3	Union of Education, Norway	Leila Bloom	February
4	Horyzon, Switzerland	Ms. Angela Emliger	March
5	Presbyterian Group, USA	Liz Knott	March
6	Y Global, Norway	Kjersti Lindøe	April
7	Scotch Church Delegation visited YWCA		April
8	YW/YM Sweden	Liza Grotherus	May
9	Horyzon, Switzwerland	Adamo Antoniadis	October
10	YWCA Jordan	Ms. Reem Najjar	November
11	Y Global, Norway	Ms. Huda Ghalegolabi	November
12	Global Ministries, USA	Peter Makari with delegation of 10 visited Jalazone Center	December

4 Participation in Regional and International Workshops and Conferences:



Main Events.

MEATRC: Ms. Mira Rizek the National General Secretary facilitated the strategic planning workshop for the Middle East Training and Resource Centers in Lebanon in March 2009, and presented the documents to the general assembly for indorsement in its meetings in October 2009 again in Lebanon. This network has offered several trainings for its members, targeting many YWCA youth members, in dialogue, leadership skills, and advocacy.

World YWCA Consultative Meeting on SRHR and HIV Aids: was attended by Ms. Mira Rizek, the General Secretary, together with over 60 participants from YWCA's around the World in Geneva in March, in which all participants assisted the World Office in drafting its strategy in these areas.

GoCy Annual Meeting: Ms. Arda Aghazarian represented the YWCA/JAI in this meeting in Norway in February 2009. The meeting set the policies and parameters of the GoCy Program managed by Y-Global in Norway.

Y-Global Partnership Meeting: which was held in Oslo/ Norway in May 2009, was intended for General Secretaries of partnership countries to draft the new project proposal for FOKUS, which is a partnership between YWCA Sri Lanka, YWCA Sudan, YWCA Palestine and supported by the World YWCA.



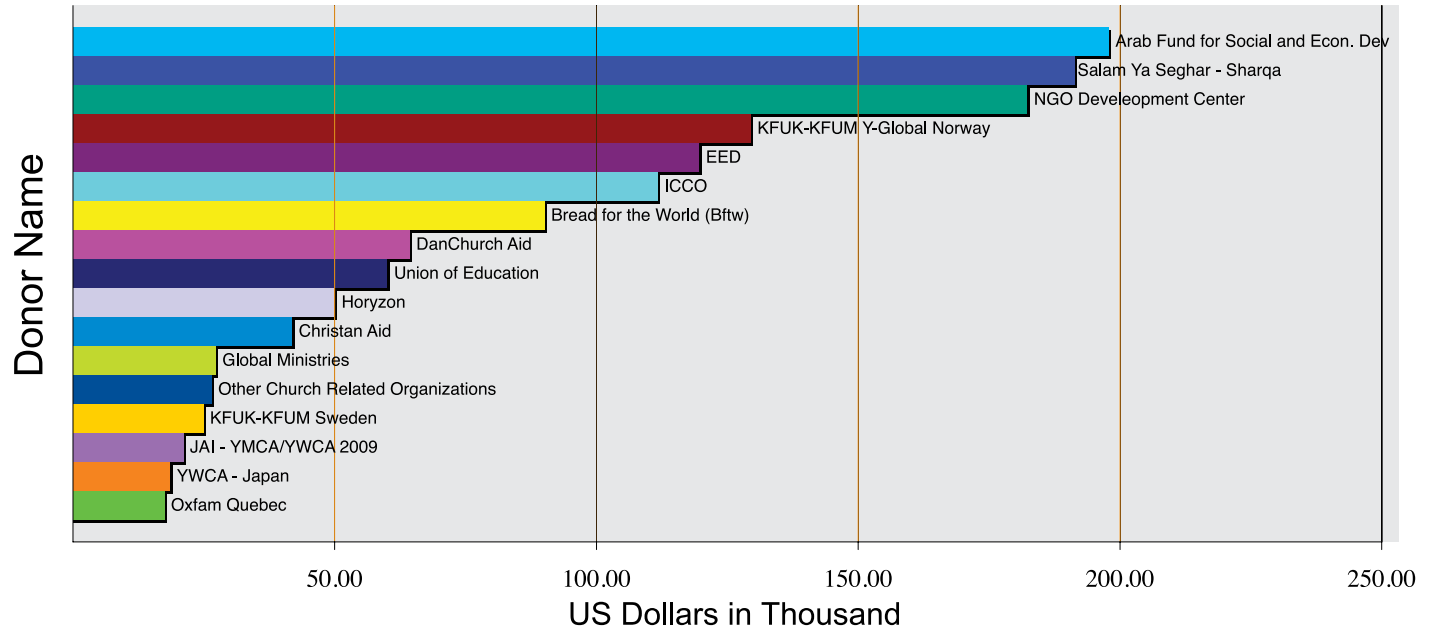
United Nations International Research and Training Institute for the Advancement of Women and FOKUS (the Forum for Women and Development) meeting/training was held in Oslo, from 11-13 November 2009. Ms. Arda Aghazarian, as the Media/Advocacy Coordinator, from the YWCA of Palestine, and Project Manager of the FOKUS partnership program attended the UN-INSTRAW International Conference which highlighted on "Putting Policy into Practice: Monitoring the Implementation of UN Security Council Resolutions 1325 and 1820 on Women, Peace and Security."

Partnership Meetings: The YWCA Palestine organized a partnership meeting in June 2009 in the Ramallah YWCA. Four of the APRODEV and 7 additional existing and/or potential partners attended. The YWCA of Palestine presented its draft strategic plan, solicited inputs from partners and presented its draft future plans beyond 2009. The President of the National Board, Ms. Abla Nasir, several other Board members of the local associations, and all senior staff of the organization participated.

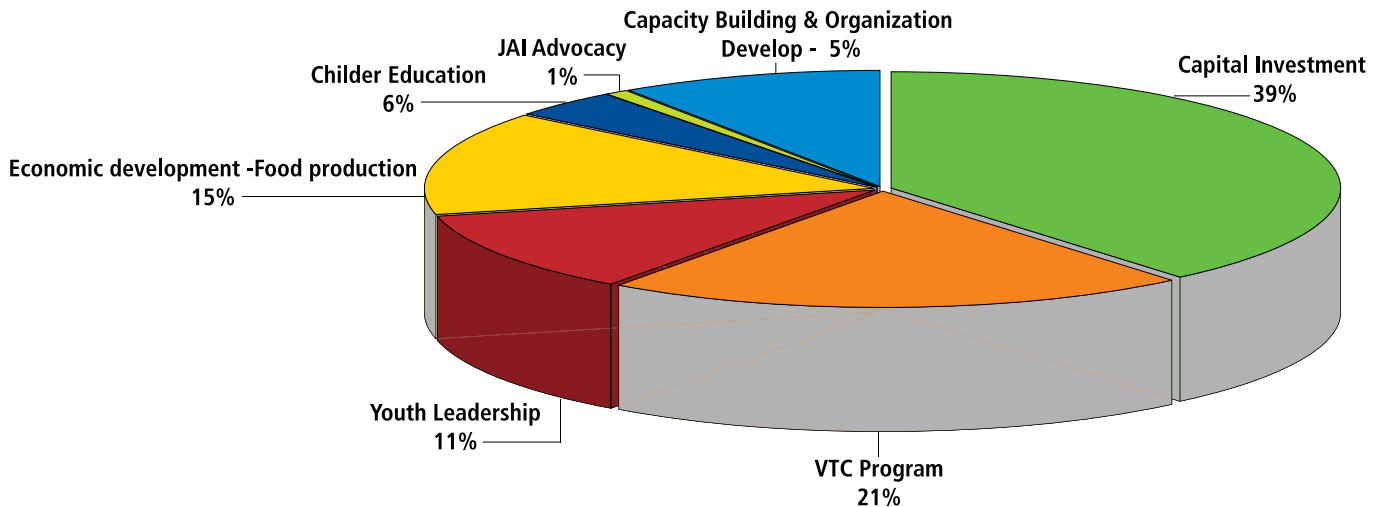
Christian Aid Partnership Meeting: was held in London in November 2009. for all Middle East partners, Ms. Rulla Sarras, the National Program Director represented the YWCA in this meeting, in which the new CA strategy was agreed on and drafted.



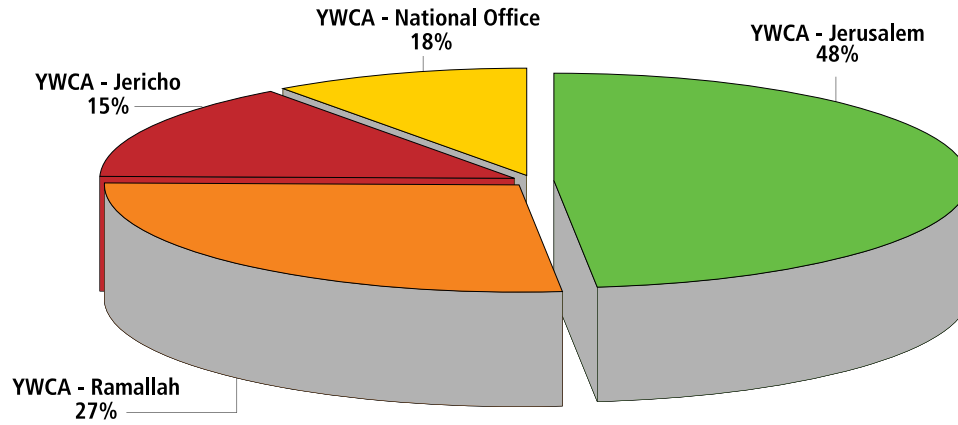
Donor Funds Received During 2009



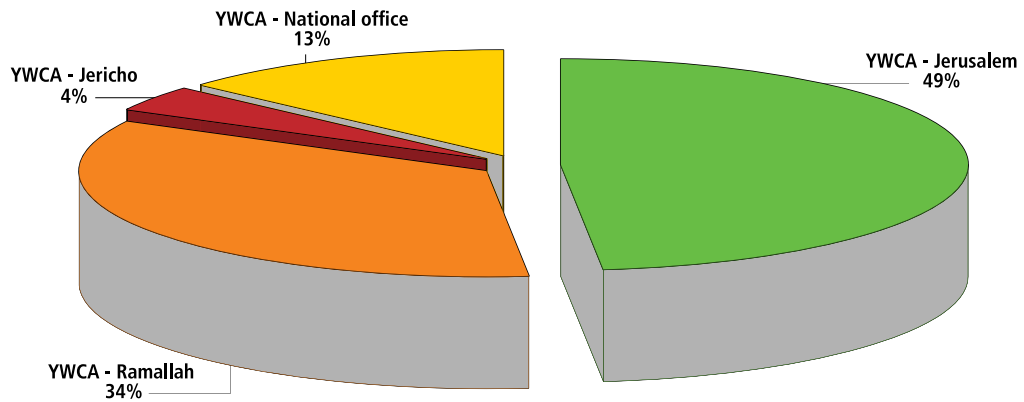
YWCA of Palestine 2009 Expenditures By Sector



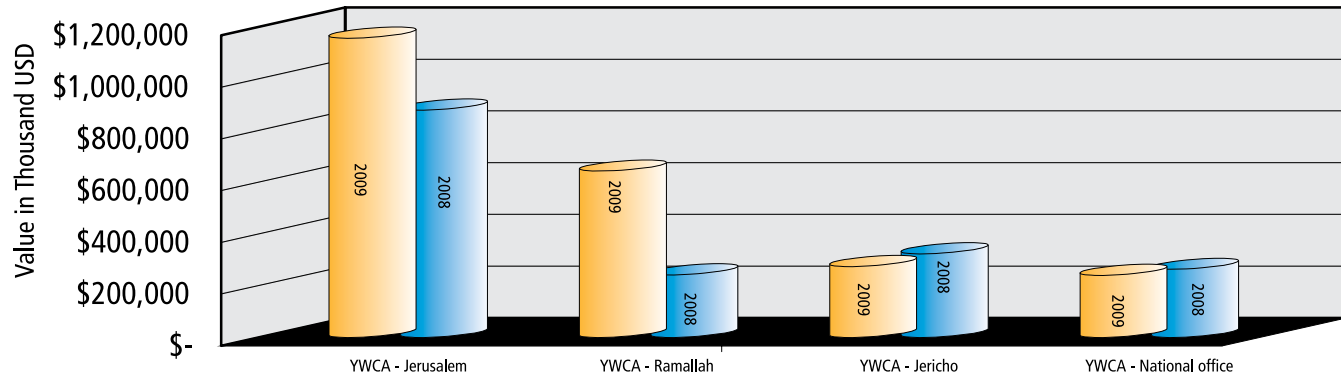
Year 2009 Expenditures By YWCA Association



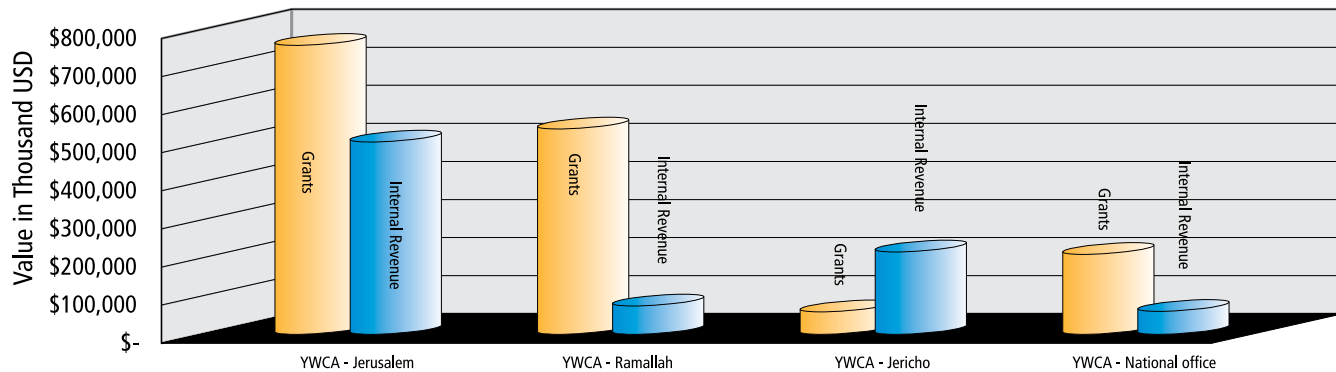
YWCA of Palestine 2009 Grants Distribution



Comparative Program Expenditures for YWCA of Palestine 2008 & 2009



Comparison: Grants v.s Internal Revenue 2009



6 Our Partners, Donors and Supporters of the YWCA of Palestine during 2009

No.	Donor Organization	Project Title
1	Arab Fund for Social & Economic Development	Construction of the Ramallah YWCA new premises
2	Bread for the World	Vocational Training Program at YWCA of Palestine
3	Christian Aid	Enhancing Children's livelihoods and Development in Refugee Camps
4	Church of Scotland	General/VTC
5	Dan Church Aid	Gender Mainstreaming and Training at the YWCA Jerusalem
6	EED / Church Development Service	Vocational Training Program for Women
7	Global Ministries	1. Vocational Training Program for Palestinian Women, Jerusalem 2. Refugee Kindergarten Program, Jalazone Refugee Camp
8	HorYzon – International Cooperation of Switzerland	Enhancement of the Status of Women through Economic Empowerment
9	ICCO- Interchurch Organization for Development	National Organization Development, Advocacy and Representation
10	NGO Development Center (NDC) Agence Française de Développement (AFD)	Establishing a Children Center at YWCA of Jerusalem
11	Oxfam Quebec	Enhancing the Economic Opportunities for Women Working in Jalazone Refugee Camp Center (pilot project)
12	Salam Ya Zeghar, Al Shareqa	Construction of a Children Park at Ramallah YWCA
13	Union of Education - Norway	Supporting the YWCA of Jerusalem Vocational Training Program
14	United Church of Christ	VTC Support
15	United Methodist Church – General Board of Global Ministries	- Multifunctional centers in Refugee camps - VTC Scholarship fund – Jerusalem
16	Y Global - NORAD	Proudly YWCA Jerusalem
17	Y Global - FOKUS – Norway Forum for Women and Development	Psychological Support for Students at VTC in Rammallah
18	YWCA-YMCA of Sweden	Empowering Children and Youth Living under social hardships in Palestine
19	Y- Japan	- Olive Tree Campaign - Women and Children activities

7 YWCA leadership and Staff



The National Board of the YWCA of Palestine

Abla Nasir	National President
Haifa Baramki	National Vice President
Vera Pano	National Vice President
Mira Rizek	National General Secretary (ex-officio member)
Olivia Qandah	Minutes Secretary
Samira Abdallah	Treasurer
Rula Izz	Member
Leila Khoury	Member
Erma Darwish	Member
Vera Mustaklem	Member
Lillian Shaheen	Member
Mireille Ghneim	Member
Sandrine Amer	Member

YWCA Jerusalem Board Members

Mireille Ghneim	President
Wafa' Khoury	Vice President
Helen Khader	Minutes Secretary
Samira Abdallah	Treasurer
Sandrine Amer	Member
Lily Saeed	Member
Lillian Akra	Member

YWCA Ramallah Board Members

Maha Shihadeh Rantisi	President
Leila Khoury	Vice President
Rula Izz	Minutes Secretary
Ghada Rabah	Treasurer
Olivia Qandah	Member
Rana Habayeb	Member
Nijmeh Ghanem	Member
Rania Tarazi	Member

Jericho Board Members

Erma Darwish	President
Lillian Shaheen	Vice President
Fadya Massoud	Minutes Secretary
Nadira Makhlouf	Treasurer
Muna Mustalha	Member
Vera Mustaklem	Member
Sister Majida Haddad	Member
Elizabeth Mikel	Member
Hanan Naber	Member

The new employees who joined the YWCA



Rulla Sarras Zayed, joined as the National Programs Director in August 2009. Rulla holds an M.S degree in Human Resources Management with specialization in Organizational Development and Conflict Management from Claremont Graduate University in California, USA.



Hanan Rafidi Kamar, joined as the Executive Director of the YWCA of Jerusalem in September 2009. She holds Bachelor's degree in English literature and Masters degree in International Studies from BirZeit University.



Faten Husari, joined as Program Coordinator for the Ramallah YWCA. Faten has attained her Bachelors Degree from Birzeit University with a major in Finance and Banking, a minor in Business Administration in 2003, and continued her Masters Degree in Business Administration in 2008.

The employees who left the YWCA

Sana' Khsheiboun, the YWCA of Jerusalem Executive Director, left in September 2009.

Rana Qumsiyeh, National Program Coordinator, the National Council Office, left in July 2009.

Ropina Rafidi, Administrative and Financial Officer, YWCA of Ramallah, left in December 2009.

Suzan Za'rou, Program Coordinator of Ramallah YWCA left in September 2009.

List of key staff for the YWCA of Palestine

National Council Office

Mira Rizek	National General Secretary
Rulla Sarras	National Program Director
Fadi Stephan	Financial Controller
Arda Aghazarian	Media and Advocacy Coordinator
Mayadah Tarazi	Administrative Assistant

YWCA of Jerusalem

Hanan Kamar	Executive Director
Marina Kuttab	Finance Officer
Jiries Shamma`	Administration/Operations Officer
Diana Zughair	Admin./Finance Clerk
Reem Jahshan	Programs Secretary
Jiries Basier	Youth & Children Coordinator
Saja Hawash	Sport Center Secretary
May Amireh	VTC Supervisor
Manal Khoury	VTC Secretary

YWCA of Ramallah

Faten Fuad Hussary	Programs Coordinator
Abeer Hanna Botros Totah	Accountant
Manal Emel George Istefan	Programs Coordinator, Jalazoune Refugee Camp Center
Rania Saeed Emtanis Habash	Admin. Assistant (on maternity leave)
Mishleen Khawaja	Admin. Assistant substitute

YWCA of Jericho

Nazar Khalil Halteh	Executive Director
Abeer Fahmi Mustalha	Administrative Assistant